

ACADEMIC FREEDOM FUND Faculty Association Donors

Acadia University (AUFA) \$23,400
Alberta College of Art & Design (ACADFA) \$1,000
Algoma University (AUFA) \$1,000
Association of Nova Scotia University Teachers \$1,000
Athabasca University (AUFA) \$10,000
Atlantic School of Theology (ASTFA) \$500
Augustana University College (AUCA) \$3,000

Bishop's University (APBU) \$7,500
Brandon University (BUFA) \$10,000
Brescia University College (BFA) \$500
Brook University (BUFA) \$10,000
Canadian Military Colleges (CMCFA) \$12,000
Cape Breton University (CBUFA) \$11,000
Capilano University (CFA) \$1,000

Collège universitaire de Saint-Boniface (APUSB) \$5,500
Concordia University (CUFA) \$20,000
Oakhouse University (OFA) \$35,000
Federation of Post-Secondary Educators of B.C. \$10,000
Huron University College (HUCFA) \$1,000
King's University College (KCUFA) \$4,000
Laurentian University (LUFA) \$6,000

Manitoba Organization of Faculty Associations \$1,000
McGill University (MAUT) \$20,000
McMaster University (MUFA) \$25,000
Memorial University of Newfoundland (MUNFA) \$35,290
Mount Allison University (MAFA) \$18,000
Mount Saint Vincent University (MSVUFA) \$14,720
Nipissing University (NUFA) \$2,000

NSCAO University (FUNSCAO) \$1,000
Ontario College of Art & Design (OCAOFA) \$1,000
Queen's University (QUFA) \$25,000
Royal Roads University (RRUFA) \$4,000
Ryerson University (RFA) \$20,000
Saint Mary's University (SMUFA) \$25,600
Saint Paul University (PASPU) \$2,000
Simon Fraser University (SFUFA) \$10,000

St. Francis Xavier University (SFXAUT) \$25,000
St. Mary's University College (STMUFA) \$700
St. Thomas More College (STMFCU) \$2,000
St. Thomas University (FAUST) \$4,000
Thompson Rivers University (TRUFA) \$5,000
Trent University (TUFA) \$25,000
Université de Hearst (APUH) \$500

Université de Moncton (ABPPUMCE) \$2,750
Université de Moncton (ABPPUMCS) \$500
Université de Moncton (ABPPUM) \$13,500
Université Sainte-Anne (APBUSA) \$2,000
University of Alberta (AASUA) \$32,000
University of B.C. (UBCFA) \$25,000
University of Calgary (TUCFA) \$100,040
University of Guelph (UGFA) \$25,725
University of Lethbridge (ULFA) \$3,660

Pledged to Date \$1,050,885

University of Manitoba (UMFA) \$68,000
University of New Brunswick (AUNBT) \$50,000
University of Northern British Columbia (UNBCFA) \$4,500
University of Ontario Institute of Technology (UOITFA) \$500
University of Prince Edward Island (UPEIFA) \$6,000
University of Regina (URFA) \$11,500
University of Saskatchewan (USFA) \$24,000
University of Toronto (UTFA) \$100,000
University of Victoria (UVicFA) \$32,000
University of Waterloo (FAUW) \$26,000
University of Western Ontario (UWOFA) \$45,000
University of Winnipeg (UWFA) \$6,000
Wilfrid Laurier University (WLUFA) \$25,000

CAUT ACPPU BULLETIN

Vol 57 N° 9 // November 2010 novembre // Canada's Voice for Academics // La voix des universitaires du Canada

INSIDE THIS ISSUE DANS CE NUMÉRO



Commentary
A precious symbiosis
page A2

Le mot de la présidente
page A3



New federal panel
tasked to improve business
investment in R&D
page A5

Ontario universities:
'Do more with less'
page A7

Remise en cause du
recrutement international
page A9

www.CAUTBulletin.ca
TravailAcademique.ca

Canadian Association of University Teachers
Association canadienne des professeurs et professeurs d'université

Positions at the
University of
Manitoba



View the ads
www.AcademicWork.ca

Positions at Wilfrid Laurier University
See the Careers Pages B1-B4



DOMINION LENDING
CENTRES
REAL ESTATE MORTGAGES
Discount Rates Page A8

Investigation Faults Waterloo & Laurier

An investigation has found that the University of Waterloo and Wilfrid Laurier University unjustly fired the director of the Balsillie School of International Affairs after he objected to inappropriate pressure by the school's principal private partner, the Centre for International Governance Innovation.

The investigation, commissioned by CAUT and undertaken by distinguished University of Saskatchewan professor Len Findlay, found that Dr. Ramesh Thakur's dismissal in May was the consequence of the universities' "serious lapse of judgment and loss of commitment to institutional autonomy, academic integrity, due process, and natural justice."

The Balsillie school, an academic institute offering graduate degrees in association with Waterloo and Wilfrid Laurier, was established as a partnership between the two universities and CIGI, BlackBerry entrepreneur Jim Balsillie's private think tank.

In 2007, Balsillie pledged \$33 million to the two universities and the governance centre for a collaborative effort resulting in the creation of the Balsillie school. One section of the agreement allowed CIGI to decide at its own discretion not to participate in a collaborative project during the 10-year-life of the donor agreement. In addition, the centre could terminate the agreement after 10 years if it disagreed with what the universities were doing.

Thakur, an internationally renowned scholar and former vice-rector of the United Nations University in Tokyo and UN assistant secretary-general, was appointed inaugural director of the Balsillie school in September 2008 for a two-year term.



The dismissal of Balsillie school director Ramesh Thakur was the consequence of the universities' serious lapse of judgment & loss of commitment to institutional autonomy & academic integrity.

See INVESTIGATION Page A9 →

Enquête : Waterloo et Laurier prises en défaut

Un comité d'enquête a conclu que le directeur de la Balsillie School of International Affairs avait été licencié injustement par l'Université de Waterloo et l'Université Wilfrid-Laurier pour s'être élevé contre les pressions indues exercées par le principal partenaire privé de l'école, le Centre pour l'innovation dans la gouvernance internationale (CIGI).

L'enquête, commandée par l'ACPPU et menée par l'éminent professeur Len Findlay de l'Université de la Saskatchewan, a révélé que le licenciement du professeur Ramesh Thakur en mai dernier résultait d'un « sérieux manque de jugement » de la part des deux universités et « d'un grave manque à leur engagement vis-à-vis de l'autonomie institutionnelle, de l'intégrité académique, de la procédure équitable et de la justice naturelle ».

L'institut universitaire Balsillie, qui offre des programmes d'études supérieures en association avec Waterloo et Wilfrid-Laurier, a été créé en vertu d'un partenariat entre les deux universités et le CIGI — le centre d'études de recherches privé du magnat du BlackBerry, Jim Balsillie.

En 2007, ce dernier s'est engagé à verser 33 millions de dollars aux deux universités et au centre de gouvernance dans le cadre d'un projet de collaboration qui a donné naissance à l'école Balsillie. Une clause de l'entente prévoyait qu'il serait loisible au CIGI de décider de ne pas participer à un projet de collabora-

tion pendant les dix années de la durée de l'entente conclue avec le donateur. Le centre pourrait également mettre fin à l'entente après dix ans s'il se trouvait en désaccord avec les travaux des deux universités.

Le professeur Thakur, universitaire de réputation internationale et ancien vice-recteur principal de l'Université des Nations Unies à Tokyo et secrétaire général adjoint des Nations Unies, a été nommé en septembre 2008 le tout premier directeur de l'école Balsillie pour un mandat de deux ans.

Voir ENQUÊTE à la page A6 →

CAUT Bulletin ACPPU
2705, promenade Queensview Drive
Ottawa (Ontario) K2B 6K2
1953-2010
In print 57 years/Publicé depuis 57 ans
ISSN 0007-7887

CAUT IACPU BULLETIN

Published by / Publié par
Canadian Association of University Teachers
Association canadienne des professeurs et
professeurs d'université

2705, promenade Duaneview Drive
Ottawa (Ontario) K2B 8K2
Tel: 613-820-2270 / Fax: 613-820-2417
duhaime@caut.ca

President / Présidente
Panni Stewart

Executive Director / Directeur général
James Turk

Managing Editor / Rédactrice en chef
Lize Duhaime

Advertising / Publicité
Rosa Labocetta (ads@caut.ca)

Circulation / Diffusion
Nicole Gagné (gagne@caut.ca)

Graphic Design / Graphisme
Kavin Albert

Editorial Board / Comité de rédaction
Panni Stewart James Turk
Greg Allain David Robinson
Wayne Petars Lize Duhaime

The CAUT Bulletin is published each month September through June. Average distribution 45,500. Subscription for one year (10 issues): \$25 + taxes (Canadian orders only); print edition USA surface mail \$35; print edition international airmail \$65. Feature content and archive are available at cautbulletin.ca. Job postings are available at academicwork.ca.

Le Bulletin de l'ACPU paraît 10 fois par an, soit du septembre à juin. Tirage moyen: 45 500 exemplaires. Abonnement d'un an: 25 \$ + taxes (Canada), 35 \$ (États-Unis) et 65 \$ (autres pays). Les articles et rubriques du Bulletin du même que les archives sont accessibles sur le site cautbulletin.ca. Des offres d'emploi sont publiées sur le site travailacademique.ca.

Letters to the Editor

Letters for publication are welcome. Letters should address a specific article, comment, or letter that recently appeared in the paper or be tied to recent events. Letters are limited to 300 words and may be edited for length and clarity. Include your name, address and phone number. Anonymous letters will not be accepted. Submissions that are considered potentially libellous will not be published. We read every letter we receive and every letter gets equal consideration. Publication is at the sole discretion of CAUT. If your letter is accepted for publication, you will be contacted.

Courrier des lecteurs

La rédaction du Bulletin invite les lecteurs à lui écrire. Les lettres doivent porter sur un article, un commentaire ou une lettre précis qui sont parus dans le Bulletin ou qui ont trait à des actualités récentes. Les textes, dont la longueur est limitée à 300 mots, pourront être révisés par souci de clarté et de concision. Veuillez indiquer vos nom, adresse et numéro de téléphone. Nous ne publierons ni les lettres anonymes ni les textes que nous estimons potentiellement diffamatoires. Nous lisons avec une même attention toutes les lettres que nous recevons. L'ACPU se réserve le droit de choisir celles qui seront publiées. Nous communiquerons avec les auteurs des lettres qui seront publiées.

Copyright

Reproduction without written permission by the publisher and author is forbidden. Copyright in letters and other materials submitted to the publisher and accepted for publication remains with the author, but the publisher may choose to translate and/or reproduce them in print and electronic form. All signed articles express the view of the author(s).

Droit d'auteur

Il est interdit de reproduire des articles sans l'autorisation de l'éditeur et de l'auteur. L'auteur conserve le droit d'auteur pour les lettres et autres documents soumis à l'éditeur et acceptés aux fins de publication. L'éditeur peut cependant choisir de les traduire ou de les reproduire, ou les deux, sous forme imprimée et électronique. Tous les articles signés n'engagent que leurs auteurs.

Member of / Membre de
Canadian Association of Labour Media
L'Association canadienne de la presse syndicale

CALM

ACPS

Printed in Canada by / Imprimé au Canada par
Performance Printing, Smiths Falls

COMMENT OPINIONS

COMMENTARY

A Precious Symbiosis

Felipe Fernández-Armesto on the interdependence of teaching & research

I AM in Baltimore, Maryland, giving lectures at a peculiar university, Johns Hopkins, who founded it, was an oddity: an abolitionist raised on a plantation, a Quaker who made a fortune from whisky, a Maryland patriot who supported the Union in the Civil War.

He lavished money on every kind of public benefit, especially for the sick, the poor and the orphaned. When he died in 1873, he left what was then the largest legacy ever devoted to a single act of philanthropy for the founding of a university to embellish Baltimore. He probably envisaged a conventional American college, preparing young men for worldly success under a veneer of civilised learning. His trustees seem barely to have known what a university was. They entrusted the project to a president who discarded the founder's plans and created an institution after his own heart, consecrated to research on the Germanic model, rather than to the broad educational values existing US universities represented. At first, only graduates were admitted, and the Teutonic seminar was the only arena in which teaching took place.

The experiment was financially disastrous and undergraduates soon arrived to make up the shortfall. The primacy of research, however, remained and gave Johns Hopkins a distinct and still hugely successful and influential brand. Clark University in Massachusetts and the University of Chicago imitated it in the 1890s and 1890s. Since then, traditional universities in the US have increasingly tended to switch emphasis and funds to research and to graduate programmes. Although no one has managed to create a university without undergraduates, there are plenty of academic research institutes in the US unencumbered by affiliation to universities and free of any obligations to government or industry.

At the other extreme, some of the most respected places of higher education in the country are liberal arts colleges, where professors are consecrated to undergraduate studies and research is not allowed to sully the purity of the undergraduate ideal — although several of the best have recently sidelined the ideal and rebranded themselves as “research universities” in pursuit of grant aid and international prestige. In some universities it is hard to resist drawing the conclusion that the undergraduates are there mainly to give the graduates teaching practice.

The system, in short, is constructed — with many compromises and much fudging — along the lines that Johns Hopkins University originally represented: graduate and undergraduate education, although not mutually exclusive, are essentially different projects. Teaching and research, although not mutually discrete, require separate if sometimes overlapping arenas.



“Teaching unenriched by research can seem impoverished. Research unrefined by teaching can seem esoteric & introspective.”

Although I welcome the compromises and fudging, I deplore the dichotomy. It angers me to see universities adopt “mission statements” that speak of “learning and research” as if research were not a form of learning, and “teaching and learning,” as if either term could make sense without the other.

Most of us need to air our thinking in classrooms before we can usefully confide it to research papers or books. Undergraduates, innocent of hieratic language and professional traditions, often make better audiences than graduates, who need unchaining from slavish or sycophantic habits and professional prejudices. There are vocations for learning strong enough to survive immersion in research institutes, but I have seen some colleagues' creativity wither when transplanted to some simulacrum of Princeton or Palo Alto.

Teaching unenriched by research can seem impoverished. Research unrefined by teaching can seem esoteric and introspective. The best test of what my British colleagues are now learning to call the “impact” of research is: how does it change undergraduates' minds and lives when you share it with them?

Nowadays, moreover, for teaching purposes, the distinction between graduates and undergraduates is getting blurred.

Both, typically, start their courses in appalling ignorance, impoverished by deficient basic schooling in failing secondary systems and patchy higher education. Just as undergraduate freshmen increasingly need what is effectively remedial work in general education, languages and elementary techniques of critical reading and effective writing, so graduate inceptors, however “promising,” often need basic nurturing.

The symbiosis of teaching and research is precious. Autonomous and independent research institutes should not be allowed to monopolise many talents. They should have few or no permanent professorships. They should, as the best do, recharge teachers' batteries and give them opportunities to concentrate their minds on research for a while — but always with the obligation of returning to the classroom. New graduates should expect to share classes with senior undergraduates so that each cohort learns from the other and professors learn from both.

A teacher's vocation should be a qualification for a grant or a job in research. And when researchers publish their results, they should think of their task as teaching in print: making what they write clear and life-enhancing to readers, just as they ought to strive to make what they say clear and life-enhancing in the classroom. ■

Felipe Fernández-Armesto is William B. Reynolds professor of history at the University of Notre Dame in the US.

This article first appeared in the 8 April 2010 edition of Times Higher Education (www.timeshighereducation.co.uk). Reprinted with kind permission.

The views expressed are those of the author and not necessarily CAUT.

PRESIDENT'S COLUMN

Opportunity Lost for Aboriginal Learners



By PENNI STEWART

ON Sept. 19 about 100 Kitigan Zibi Anishinabeg community members and other supporters, including Shawn Atleo, the national chief of the Assembly of First Nations, kicked off an "education awareness" walk from their homes near Maniwaki, Que. to Ottawa. The group walked 150 kilometres, arriving in Canada's capital Sept. 23, where they were joined by hundreds of students, educators, parents, elders and allies, including CAUT representatives, at Victoria Island to march to Parliament Hill for a rally and cultural event highlighting the ongoing crisis in First Nations education.

Seeing the crowd on the Hill, I couldn't help noticing that my presence raised the average age by a year or two. This underlines the importance of education to First Nations people. About half of the Aboriginal population is under the age of 25.

When it comes to education, from primary through post-secondary, a slew of recent reports, commissions and statistical data demonstrate the need for concern. Too many Aboriginal students are not finishing secondary, or even pri-

mary, school. In 2006, Statistics Canada estimates that 34 per cent of Aboriginal adults between the ages of 25 and 64 were not high school graduates. In his important report "Aboriginal Peoples and Postsecondary Education in Canada," Michael Mendelson, senior scholar at the Caledon Institute of Social Policy, argues that the key to increasing Aboriginal participation in the postsecondary system is to increase the pool of high school graduates.

Although those Aboriginal students who complete high school are as likely as non-Aboriginals to complete some form of postsecondary education, they are much less likely to go to university. Of the 2006 Aboriginal population, it is estimated that about eight per cent were university graduates, approximately one-third of the 23 per cent figure for non-Aboriginals. Alarmingly this gap has widened since the 2001 census. In addition, 19 per cent of Aboriginals have a college diploma and 14 per cent reported having a trade qualification. CAUT's 2010 Almanac reports that in 2009, three per cent of first degree graduates self-identified as Aboriginal.

While both financial and non-financial barriers prevent Aboriginals from pursuing a postsecondary education, the financial issue

is central. Since 1989, funding for First Nations and Inuit education has been mainly provided through the Post Secondary Student Support Program (PSSSP). Non status First Nations and Métis students are not eligible for this funding.

PSSSP funding is provided through Indian and Northern Affairs Canada to individual communities for distribution to their members. Unfortunately, this funding is not sensitive to regional or other variations in need. Since 1996 funding increases have been capped at two per cent annually without regard to an increased number of eligible students, not to mention rising tuition fees, inflation, and higher living and travel costs.

This arbitrarily-imposed cap on PSSSP has meant disappointment for many students hoping to pursue further education. According to the Auditor General's 2004 report, some 9,500 qualified students were denied further education due to lack of funding. The number has been mounting since. In 2007, the report of the Standing Committee on Aboriginal Affairs and Northern Development noted that "inadequate funding under the PSSSP presents a critical and ongoing obstacle that hinders significant numbers of First Nations learners from taking advantage of postsecondary opportunities."

In testimony before the committee, witnesses spoke of hundreds of eligible students denied funding and waiting lists of as much as five or six years. Key recommendations of the committee's study include eliminating the two per cent annual cap and basing spending increases for postsecondary education on actual costs associated with the program components. The committee further recommended "...that the Department [INAC] make it a priority to provide adequate funding under the PSE Program to every eligible First Nations and Inuit learner and put in place a plan to achieve that priority by the end of 2007."

The government response to the committee's report was a disappointing refusal to provide full funding for qualified students. The government indicated its intention to review the PSSSP program over the next two years. The First Nations community is concerned this signals a move to bring the PSSSP into "mainstream" funding under the Canada Student Loans Program. Such a change has been vociferously rejected by First Nations on the grounds it would abrogate their treaty rights to postsecondary education.

In this short column, there is no way to do justice to the many and complex issues of post-secondary

education for Aboriginal students. But one important area of neglect is data collection. Finding adequate data on historically marginalized groups and racialized communities in Canada is a frustrating and frequently disappointing task. For Aboriginal students and potential students the failure to collect relevant data has meant important issues such as the number of eligible students denied funding because of budget shortfalls are not measured or tracked. It also means that information critical to planning, including information about student progress and employment, is not being collected at the level of local communities.

The outrageous cancellation of the mandatory long-form census will have a devastating impact on the ability of the First Nations community to describe itself and to track social change. And an additional punishment for Aboriginals is that it will be impossible to conduct a historically comparable version of the Aboriginal Peoples Survey, a special, detailed "post-censal" survey on the social and economic conditions of Aboriginal people in Canada, whose sample was based on the mandatory long-form census. Shame on those who now govern. ■

LE MOT DE LA PRÉSIDENTE

Les apprenants autochtones privés de soutien financier

Par PENNI STEWART

PARTIS de Maniwaki (Québec) le 19 septembre dernier, quelque 100 membres de la communauté de Kitigan Zibi Anishinabeg et de sympathisants, accompagnés par Shawn Atleo, chef national de l'Assemblée des Premières Nations, sont arrivés à Ottawa le 23 septembre après avoir parcouru à pied 150 kilomètres. Des centaines d'étudiants, d'enseignants, de parents, d'ainés et de personnes appuyant leur cause, parmi lesquelles se trouvaient des représentants de l'ACCPU, les ont rejoints dans le parc de l'île Victoria, à quelques minutes du centre-ville. Le groupe s'est acheminé vers la Colline du Parlement afin de participer au rassemblement et à la manifestation culturelle organisée pour attirer l'attention sur la crise persistante qui frappe les Premières Nations dans le secteur de l'éducation.

En regardant la foule sur la Colline, je n'ai pas pu m'empêcher de penser que ma présence faisait grimper la moyenne d'âge du groupe

d'un an ou deux : environ la moitié de la population autochtone a en effet moins de 25 ans. C'est dire toute l'importance que revêt l'éducation pour cette population.

En ce qui concerne l'éducation des autochtones, du primaire jusqu'au postsecondaire, une multitude de rapports, de commissions et de données statistiques récentes démontrent qu'il y a lieu d'être préoccupés. Trop d'étudiants autochtones décrochent avant de terminer leur secondaire, voire leur primaire. En 2006, Statistique Canada estimait que 34 % des adultes autochtones âgés de 25 à 64 ans n'étaient pas titulaires d'un diplôme d'études secondaires. Dans son important rapport intitulé *Aboriginal Peoples and Postsecondary Education in Canada*, Michael Mendelson, chercheur principal à l'Institut Caledon de politique sociale, soutient que la clé pour accroître la participation des autochtones dans le système d'éducation postsecondaire consiste à augmenter le nombre de personnes qui terminent leur secondaire.

Cependant, même si les autochtones qui finissent leurs études secondaires ont autant de probabilité que les autres de faire des études postsecondaires quelconques, ils sont beaucoup moins susceptibles d'entrer à l'université. On estime qu'en 2006, environ 8 % de la population autochtone détenaient un diplôme universitaire, soit à peu près le tiers des 23 % enregistrés chez les non-autochtones. Fait alarmant, cette donnée permet de constater que l'écart s'est creusé depuis le recensement de 2001. Par ailleurs, 19 % des autochtones sont titulaires d'un diplôme d'études collégiales et 14 % ont déclaré avoir une formation professionnelle reconnue. L'Almanach 2010 de l'ACCPU fait état, pour l'année 2009, de 3 % de diplômés de premier cycle s'étant autodéclarés autochtones.

S'il est vrai que les obstacles empêchant les autochtones de faire des études postsecondaires ne sont pas uniquement d'ordre financier, il n'en demeure pas moins que la question financière est au cœur du problème. Depuis 1989, les fonds

consacrés à l'éducation des Premières Nations et des Inuits ont surtout alimenté le Programme d'aide aux étudiants de niveau postsecondaire (PAENP), auquel les métis ou étudiants indiens non inscrits ne peuvent pas accéder.

Les fonds du PAENP proviennent du ministère des Affaires indiennes et du Nord canadien et sont versés directement aux communautés, qui les distribuent à leurs membres. Malheureusement, ce financement ne tient pas compte des besoins régionaux ni des autres particularités qui peuvent exister. Depuis 1996, l'augmentation des fonds plafonne à 2 % par année, sans que ne soit pris en considération le nombre accru d'étudiants admissibles, l'inflation ou la hausse des droits de scolarité, du coût de la vie et des frais de transport.

Cette limite arbitraire imposée au PAENP a causé bien des déceptions pour beaucoup d'étudiants qui souhaitent poursuivre leur formation. Selon le rapport de 2004 du vérificateur général, quelque 9 500 étudiants qualifiés, nombre qui a aug-

menté depuis, se sont vu refuser le soutien qui leur aurait permis de continuer leurs études à cause du manque de financement. En 2007, le rapport du Comité permanent des affaires autochtones et du développement du Grand Nord signalait que l'insuffisance du soutien financier qu'offre le PAENP est un obstacle persistant d'importance critique qui empêche un grand nombre d'apprenants des Premières Nations d'accéder aux études de niveau postsecondaire.

Les personnes appelées à témoigner devant le Comité ont parlé de centaines d'étudiants admissibles à qui un financement a été refusé et de listes d'attente allant jusqu'à cinq ou six ans. L'étude du Comité propose parmi ses recommandations des d'élimer le plafond annuel de 2 % et d'augmenter les dépenses relatives à l'enseignement postsecondaire en fonction des coûts réels associés aux différents volets du programme. L'étude propose en outre « [...] que le Ministère

Voir APPRENTIS à la page A7 ➔

COMMENT OPINIONS

LETTERS

Grants program fair

In response to the article "NSERC Discovery Grants Spiral Downward" (*Bulletin*, October 2010), I would like to address some of the concerns raised about success rates and correct a few factual errors.

As mentioned in the article, NSERC undertook a major review of its Discovery Grants program in 2007. The two review committees found the program was highly effective in meeting its goals, but did recommend ways it could be enhanced. These focused on areas such as the peer review process, grant selection committee structure and funding levels.

With respect to peer review, the key recommendation was to separate the process of assessing scientific or engineering merit from assigning funding. In doing so, two principles were fundamental. First, that the level of a grant should be commensurate with scientific or engineering merit, and second, that within a given discipline group, proposals with similar scientific merit should have similar grant levels regardless of the applicant's granting history with NSERC.

In 2009 and 2010, NSERC implemented these recommendations and others made by the review committees. This has created a more dynamic funding system, with increased opportunities for researchers with superior accomplishments and contributions to receive substantial increases, regardless of their history in the program. Some researchers have received more money under this system and others less.

The changes are consistent with the principles of fairness, merit and excellence that are at the heart of the Discovery Grants program. The program has kept its focus on the objectives of promoting and maintaining a diversified base of high-quality research capability, fostering research excellence, and providing a stimulating environment for research training.

The bar of excellence has been raised, both by NSERC and by the research community. Competition for grants is, and will remain, strong.

NSERC will continue to support the most productive researchers in Canada at levels that allow them to be internationally competitive. Overall support for discovery research is actually at an all-time high – almost \$350 million – as opposed to being cut by \$14.5 million as is erroneously reported in the article. This includes a substantial increase in Discovery Accelerator Supplements (funded exclusively from budget increases), also one of the review committee's recommendations.

Detailed statistics about Discovery Grants and other aspects of NSERC's operations are available on our web site, www.nserc-crsng.gc.ca. We invite all interested researchers to read them.

Let me note, though, that success rates, like any statistics, must be understood in context. Multiple factors can affect success rates in a given year, including the number and type of applicants, the overall quality of proposals received, and the specific budget available for that year.

The number of applicants for Discovery Grants has risen steadily over the past decade with the influx of new faculty hired by Canadian universities, and is expected to increase again for the 2011 competition. NSERC must balance this higher demand for funding against the importance of funding top researchers at levels that allow them to sustain internationally competitive research programs, while operating within the limits of our budget.

In 2010, 72 per cent of applicants holding a grant at the time of application were successful in obtaining a grant. Those who did not have a current grant had a lower level of success.

The total number of Discovery Grants held at a given time is another important statistic to keep in mind. This figure rose steadily for much of the past decade, from 7,886 in 2001 to a high of 10,340 in 2008. It currently stands at 9,948, still well above historic averages.

Isabelle Blain
Vice-President
Research Grants & Scholarships Directorate
NSERC

CAUT replies

The reality is the overall success rate of the Discovery Grants Program has dropped at an alarming rate. The charge to the international review committee was precisely to assess whether the relatively high success rate in DGP competitions (70 per cent in 2007) at the time was justified. Not only did the committee support a high success rate, it warned specifically about the adverse consequences of lower rates – as we reported.

NSERC has implemented some of the committee's recommendations, but ignored others. For example, the committee also recommended doubling the annual limit on Discovery Accelerator Supplements to 200. Instead, half of the current accelerators are targeted at areas in line with government priorities.

NSERC submitted in its 2010-2011 Report on Plans and Priorities that it intends to reduce funding for basic research a further 3.6 per cent from \$364.9 million in 2009-2010 to \$351.9 million by 2012-2013. The "innovation" budget, meanwhile, which supports commercialization initiatives and university-industry partnerships, will increase by more than \$2 million over the same period.

James Turk
Executive Director
CAUT

A specious spin

We were intrigued by Thomas Tiedje's commentary "Is your ranking holding you down?" (*Bulletin*, October 2010). It is worthwhile stating at the outset that our view is not the same as Disraeli's/Twain's: "Lies, damned lies and statistics." We believe data and statistics should form the basis of decision making whenever possible.

First some ire: The primary goal of the university is the education of students. In its

entirety it is the only aspect of the university that can be justified to the taxpayer. "Education" is not mentioned in Tiedje's article. Research, on which he does concentrate, is only one piece of the education pie and a very costly piece at that.

Second, some reasoning: Tiedje uses three measures to achieve what he feels is a more reasonable indicator of what constitutes a high ranking research university: a modified ARWU set of criteria that weighs factors such as total publications, highly cited researchers, and papers in snob journals; the second, a measure former Ontario premier Bill Davis called "more scholar for the dollar" (total research output per total research dollars held by the university); and third, a measure similar to the second – total research output per total number of faculty at the university.

Tiedje's university scores highest by the third set of criteria; our university scores highest by the second. Ergo, neither he nor we are disinterested parties, but we would argue it is both a fool's argument and a dialogue of the deaf.

The idea that we should put the most faith in total research output per total faculty is specious. Research productivity of an individual is a function of age as well as many other factors. Statistically, we tend to peak somewhere between the ages of 45 and 55. The faculty's productivity is necessarily a function of the average age of the faculty body and whether faculty were hired with a view of publish or perish, or three grants or perish, or one research agency grant or perish.

If it's decided that the only thing that matters is publishing, then you wind up with a faculty with a given set of characteristics. Similarly when grants are the only important criteria.

The idea that we should put a lot of faith in total research output per total dollars is more logical, but once again hides more than it reveals. On the logical side, our faculty teach, and teach a lot more than do the faculty in the big grant schools. We have some that do their own work in the lab, but that is true of research needs (the two of us) at all schools. Most research directors sit in their offices and stare at their monitors, no matter the school. Our research groups tend to be smaller and more focused than many larger groups if that matters.

Tiedje says one view that seeks to detract from the second set of criteria is that small-grant faculty are paid by the university to teach, but do research at the same time. They take no money out of their grants for salary. Ergo, the university subsidizes research at the small-grant schools. He repeats the argument that this is not necessarily the case at the big-grant schools where some salary money may come from the principal investigator's grant.

It would have been useful for Tiedje to back up the claim with data, but we suspect the data wouldn't authenticate the claim.

Finally, we should not be wasting our time on questions about ranking. We should accept that not everyone nor every university can be above average and that if we remove the bottom there is another bottom that takes its

place. If we as a group decide to question whether granting agencies such as the Natural Sciences and Engineering Research Council or the Canadian Institutes of Health Research are doing a poor job in spending taxpayers' dollars, we should debate how it can be improved. We should then demand the next government change the way these agencies apportion money.

Jack & M. Judith Kornblatt
Biology, Chemistry & Biochemistry
Concordia University

Visible minority, ethnicity distinct

I read with admiration the CAUT Almanac included with the September edition of the *Bulletin*. But I was disappointed when looking over the Almanac figures summarizing academic staff by visible minority and ethnocultural background (figure 2.8 & table 2.19, p. 20). Most particularly, in table 2.19, the terms "white," "black" and "visible minority" are listed as categories of "Ethnocultural Groups."

These terms do not designate ethnocultural background but, rather, visible minority status. The two concepts are completely different and are recognized as such by Statistics Canada's separation of the questions between visible minority groupings and ethnic ancestry.

This distinction is important. Under the above designations, a supposedly white, European community such as the Portuguese, which comprises 1.3 per cent of the Canadian population, is not even identified in table 2.19. Yet, this is one of the groups in Canada with severe underrepresentation among the ranks of faculty. I suspect the same could be said of similarly large, visible minority, ethnocultural communities such as the Vietnamese or Haitians.

Similarly, a group such as Latin American, many of whose members are descended from the same white European origins that are excluded in table 2.19, is included as a designated visible minority.

It's important to keep clear the distinction between visible minority status and ethnocultural origin and avoid the tendency to view race and ethnicity in a polarized and simplistic fashion. If our goals are ones of social justice and having our faculty ultimately reflect the composition of our wider community, then our statistics should reflect the ways in which that community divides itself.

Fernando Nunes
Child & Youth Study
Mount Saint Vincent University

CAUT replies

Professor Nunes is correct that there are difficulties with the categories and terminology used in the cited table and figure. Unfortunately we are hampered by the categories that Statistics Canada has constructed to sort and collect the data in the first instance.

David Robinson
Associate Executive Director
CAUT

Awards for Excellence in Post-Secondary Education Journalism
Prix d'excellence en journalisme dans le domaine de l'enseignement postsecondaire

CALL FOR NOMINATIONS

APPEL DES CANDIDATURES

FEBRUARY 1 FÉVRIER 2011



www.caut.ca

Probe Questions International Recruitment

An investigative report by Globe and Mail reporters Mark MacKinnon and Rod Mickleburgh is raising concerns about Canadian universities' ties to international student recruitment agencies.

The report tells the story of "Vic," a 19-year-old Chinese student whose family paid \$20,000 in tuition fees to the Aoji Education Group, a Beijing-based student recruiting agency, for which he and his parents thought would pay for his economic degree studies at a Canadian university.

Instead, Vic spent eight months in English-language training at Aoji's walled campus near Beijing International Airport, followed by one semester of non-credit English classes at the University of the Fraser Valley in Abbotsford, B.C.

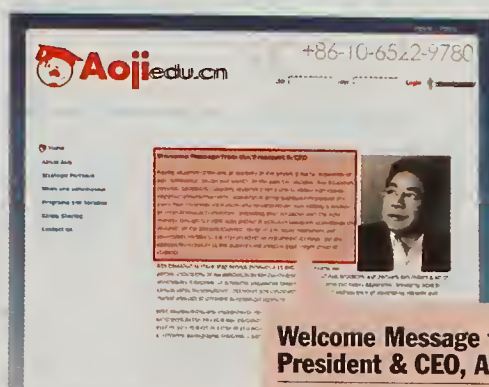
He came home from UVF ashamed and discouraged, with very little language training and no university credits.

"They told us we would go to a university when we got to Canada, but actually it was only a language course," he told the Globe and Mail. "We were very depressed."

Thousands of Chinese students are provided to Canadian colleges and universities each year via recruitment agencies eager to take advantage of students seeking to earn degrees abroad and lured by cash-strapped universities that increasingly rely on the high fees paid by international students.

UVF eventually severed ties with Aoji over an undisclosed conflict, but Aoji is still recruiting for Navitas Ltd., an Australian company that has set up for-profit colleges to serve international students in partnership with Simon Fraser University and the University of Manitoba. Last year Aoji sent 70 students to those private colleges.

William Ko, financial director of the Simon Fraser venture, Fraser International College, refused to talk to the Globe and Mail about



Welcome Message from Li Ping, President & CEO, Aoji Education

Beijing educated is the aim of majority of the people globally, regardless of age, nationality, gender and wealth. In the past two decades, Aoji Education has been persistently assisting students from China to obtain high quality education abroad. Meanwhile, education is going globalized throughout the years. Many overseas institutions and universities are now holding a mission to be internationalized; therefore, promoting their education with the right strategy through the right local partner is vital. Aoji Education understands the demands of the Chinese students; hence, it can assist institutions and universities on how to plan for an effective recruitment strategy, get the appropriate exposure to the students and select a good target group of students.

Retrieved from aoji.edu.cn 27 Oct. 2010.

the relationship with Aoji, saying "we're not providing any information at all."

The agreement at Simon Fraser was the first for Navitas in Canada, and has just been renewed.

At Manitoba, faculty and students are working to ensure the Navitas contract isn't renewed when it expires.

"Of course we are concerned about the presence of Navitas on our campus because the workers at the International College of Manitoba are doing work already being performed by our members and members of CUPE 3909," said Cameron Morrill, president of the University of Manitoba Faculty Association.

"It's clear Navitas sees international students as just a source of profit, and is using our university's reputation, and its publicly funded spaces such as classrooms, labs and libraries to make that profit," he said.

"The private companies are essentially the middlemen, getting a cut by buying the university's brand name, property and other resources for credibility and a com-

petitive advantage," said David Robinson, CAUT's associate executive director. "And the universities are making a profit by selling their brand to companies like Navitas in exchange for tuition fees from students who otherwise don't qualify."

Canada's Immigration Minister Jason Kenney seems to share at least some of those concerns.

"There's an industry of bottom-feeders that try to profit from people's dreams of visiting, immigrating or studying in Canada," he said on a recent visit to China, where he warned students to be careful.

Students and faculty at the University of Windsor recently defeated a bid for a similar college proposed by another for-profit multi-

national corporation, Study Group International.

Navitas is now trying to convince Carleton University to partner with it on a similar venture. The university's administration has set up a working group, which excludes the academic staff association, to consider the proposal.

"We have a number of concerns about any public/private venture like this, and will do everything we can to make sure our members understand the pitfalls for students, faculty and the university itself, so

UWO, Faculty Reach Tentative Agreement

The University of Western Ontario Faculty Association has reached a tentative contract with the university administration.

The deal was struck early in the morning on Nov. 3, after 18 hours of intense bargaining and just hours past the strike deadline for Western's faculty union.

The bargaining team was given a strike mandate by faculty in a vote held earlier this fall.

Details of the new agreement have been withheld until ratified by union members. A date for the ratification vote has yet to be determined, according to information released by UWOFA.

"I'm extremely proud of the tireless work of our negotiating team," faculty association president James Compton said in a statement. "They are to be commended for staying at the table and seeing their way through a very tough negotiation."

The 1,400 unionized full and part-time faculty members at Western have been without a contract since June 30. ■



The union's strike headquarters in London Mall. Faculty members at the university were prepared to walk out at midnight Nov. 3 if a deal wasn't reached.

we can stop it," said Patricia Gentile, Carleton's academic staff association internal affairs officer.

Study Group International, Navitas and their global private sector competitors INTO and Kaplan have been aggressively seeking partnerships for years at campuses around the world, and in most cases are facing opposition from workers and students.

CAUT, along with other unions representing education workers around the world, has joined the Education Solidarity Network, set up to share resources on the threats posed by university programme providers. ■

Version française à la page A9.

New Federal Panel Tasked to Improve Business Investment in R&D

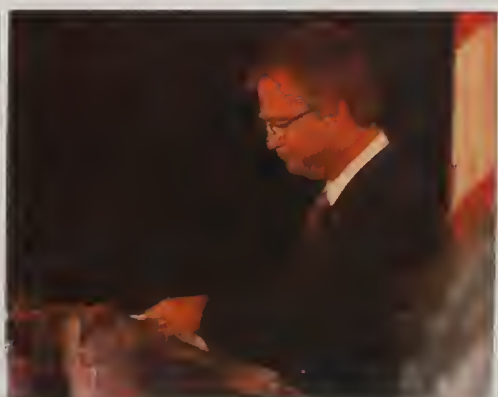
The federal government has announced the creation of an advisory panel to make recommendations on how to improve business investment in research and development in Canada, after a report by the Council of Canadian Academies found investment persistently lags despite more than \$7 billion of government support each year.

The CCA report also found that business R&D investment was lacking in spite of healthy corporate profits, with Canadian business profitability outpacing the United States in most years since 1961.

"We are sceptical that yet another report is being commissioned on a subject that has been studied to death," said CAUT executive director James Turk.

According to the CCA's report, released last year, Canada is "virtually an outlier" internationally in its reliance on tax-based incentive schemes, mainly in the form of generous R&D tax credits.

Ottawa's federal Scientific Research and Experimental Development Tax Incentive Program represented \$3.7 billion in foregone



Gary Goodyear, Minister of State for Science & Technology, announced Oct. 14 that a panel is reviewing federal support for business innovation.

tax revenues in 2007 alone, while most provinces provide additional tax credits.

Turk noted that while three of the six panel members are from the university sector, one is a university president who was, until recently, part of a coalition that advocates

expanding the controversial federal R&D tax credit program.

"We are concerned the panelists will simply recommend that universities be tied more closely to industry," he said. "That wouldn't solve the problem and would undermine the vital contribution of

university research."

He said the private sector with their short-term outlook and emphasis on maximizing the bottom line aren't really interested in the traditional focus on basic research.

"Historically, it's been discoveries in basic science that have fuelled advances in innovation and led to the majority of important new applications with commercial significance," Turk said.

"Ottawa risks the long-term development of R&D in Canada by under-investing in basic research through the three federal funding agencies — the Social Sciences and Humanities Research Council, the Natural Sciences and Engineering Research Council and the Canadian Institutes of Health Research."

Funding for the agencies was cut in 2009 by almost \$148 million as part of a mandated strategic review, while modest increases announced in 2010 were insufficient to keep pace with inflation, nor nearly compensate for the previous loss.

"The unbalanced reliance on tax credits in Canada stands in stark contrast with the American approach to funding innovation where

long-term investments in basic research are actually made," Turk said. "This is why CAUT advocates that the federal government match, on a proportional basis, the basic research funding provided by the U.S. government."

"Bringing tax credits in line with what is being spent in other countries such as the U.S. would provide revenue for proper funding of vital basic research. This move is what will help ensure a prosperous future for Canada."

Congress provided \$13 billion in new funding last year for the two major U.S. scientific agencies — the National Institutes of Health and the National Science Foundation. The Obama administration has proposed a further six per cent increase in the NIH and NSF budgets. ■

ON THE NET

The Council of Canadian Academies April 2009 report, *Innovation and Business Strategy: Why Canada Falls Short*, is available at www.ccnac.ca/en/assessments/completed/innovation.aspx.

Version française à la page A7.

Censured Administrations in the United States

INVESTIGATIONS by the American Association of University Professors of the administrations of the institutions listed below show that, as evidenced by a past violation, they are not observing the generally recognized principles of academic freedom and tenure approved by AAUP, the Association of American Colleges and Universities, and more than 200 other professional and educational organizations which have endorsed the 1940 Statement of Principles on Academic Freedom and Tenure (available at www.aaup.org).

This list is published for the purpose of informing AAUP members, the profession at large, and the public that unsatisfactory conditions of academic freedom and tenure have been found to prevail at these institutions. Names are placed on or removed from this list by vote of AAUP's annual meeting.

AAUP

Placing the name of an institution on this list does not mean that the institution is visited either upon the whole of the institution or upon the faculty, but specifically upon its present administration. The term "administration" includes the administrative officers and the governing board of the institution. This measure does not affect the eligibility of nonmembers for membership in AAUP, nor does it affect the individual rights of members at the institution in question.

Members of AAUP have often considered it to be their duty, in order to indicate their support of the principles violated, to refrain from accepting appointment to an

institution so long as it remains on the list. Since circumstances differ widely from case to case, AAUP does not assert that such an unqualified obligation exists for its members; it does urge that, before accepting appointments, they seek information on present conditions of academic freedom and tenure from AAUP (500-1012 14th St. N.W., Washington, DC 20005-3465) and prospective departmental colleagues. AAUP leaves it to the discretion of the individual, possessed of the facts, to make the proper decision.

The list contains only administrations which are still under censure (many others have been removed from the list after improving their practices and procedures). "Report published" refers to AAUP's *Academe* volume in which a report about the institution appears. Starting in 2010 reports can be found online and in the *AAUP Bulletin*. ■

AAUP List of Censured Administrations

| INSTITUTION NAME | REPORT PUBLISHED | YEAR |
|--|--------------------------------|------|
| Grove City College PENNSYLVANIA | March 1963 (15-24) | 1963 |
| Frank Phillips College TEXAS | December 1968 (433-38) | 1969 |
| Concordia Seminary MISSOURI | April 1975 (49-59) | 1975 |
| Murray State University KENTUCKY | December 1975 (322-28) | 1976 |
| State University of New York | August 1977 (237-60) | 1978 |
| Phillips Community College of the University of Arkansas | May 1978 (93-98) | 1978 |
| Nichols College MASSACHUSETTS | May 1980 (207-12) | 1980 |
| Yeshiva University NEW YORK | August 1981 (186-95) | 1982 |
| American International College MASSACHUSETTS | May-June 1983 (42-46) | 1983 |
| Metropolitan Community Colleges MISSOURI | March-April 1984 (23a-32a) | 1984 |
| Talladega College ALABAMA | May-June 1986 (6a-14a) | 1986 |
| Pontifical Catholic University of Puerto Rico | May-June 1987 (33-38) | 1987 |
| Husson College MAINE | May-June 1987 (45-50) | 1987 |
| Hillsdale College MICHIGAN | May-June 1988 (29-33) | 1988 |
| Southeastern Baptist Theological Seminary NORTH CAROLINA | May-June 1989 (35-45) | 1989 |
| The Catholic University of America DISTRICT OF COLUMBIA | September-October 1989 (27-40) | 1990 |
| Dean College MASSACHUSETTS | May-June 1991 (27-32) | 1992 |
| Baltimore City Community College MARYLAND | May-June 1992 (37-41) | 1992 |
| Loma Linda University CALIFORNIA | May-June 1992 (42-49) | 1992 |
| Clarkson College NEBRASKA | May-June 1993 (46-53) | 1993 |
| North Greenville College SOUTH CAROLINA | May-June 1993 (54-64) | 1993 |
| Savannah College of Art and Design GEORGIA | May-June 1993 (65-70) | 1993 |
| University of Bridgeport CONNECTICUT | November-December 1993 (37-45) | 1994 |
| Benedict College SOUTH CAROLINA | May-June 1994 (37-46) | 1994 |
| Bennington College VERMONT | January-February 2005 (51-54) | 2005 |
| | March-April 1995 (91-103) | 1995 |
| | January-February 1998 (70-75) | 1998 |
| Alaska Pacific University | May-June 1995 (32-39) | 1995 |
| St. Bonaventure University NEW YORK | July-August 1995 (65-73) | 1996 |
| National Park Community College ARKANSAS | May-June 1996 (41-46) | 1996 |
| Saint Meinrad School of Theology INDIANA | July-August 1996 (51-60) | 1997 |
| Minneapolis College of Art and Design MINNESOTA | May-June 1997 (53-58) | 1997 |
| Brigham Young University UTAH | September-October 1997 (52-71) | 1998 |
| University of the District of Columbia | May-June 1998 (46-55) | 1998 |
| Lawrence Technological University MICHIGAN | May-June 1998 (56-62) | 1998 |
| Johnson and Wales RHODE ISLAND | May-June 1999 (46-50) | 1999 |
| Albertus Magnus College CONNECTICUT | January-February 2000 (54-63) | 2000 |
| Charleston Southern University SOUTH CAROLINA | January-February 2001 (63-77) | 2001 |
| University of Dubuque IOWA | September-October 2001 (62-73) | 2002 |
| Meharry Medical College TENNESSEE | November-December 2004 (56-78) | 2005 |
| University of the Cumberlands KENTUCKY | March-April 2005 (93-113) | 2005 |
| Virginia State University | May-June 2005 (47-62) | 2005 |
| Our Lady of Holy Cross College LOUISIANA | January-February 2007 (60-68) | 2007 |
| Bastyr University WASHINGTON | March-April 2007 (106-120) | 2007 |
| University of New Orleans LOUISIANA | May-June 2007 (74-80) | 2007 |
| Loyola University New Orleans LOUISIANA | May-June 2007 (88-100) | 2007 |
| Cedarville University OHIO | May-June 2009 (58-84) | 2009 |
| Nicholls State University LOUISIANA | November-December 2008 (60-69) | 2009 |
| North Idaho College | May-June 2009 (85-92) | 2009 |
| Stillman College ALABAMA | March-April 2009 (94-101) | 2009 |
| Clark Atlanta University GEORGIA | February 2010 | 2010 |
| University of Texas Medical Branch at Galveston | April 2010 | 2010 |

La CMU impose bel et bien un test de foi

L'ACPPU vient d'ajouter la Canadian Mennonite University (CMU) de Winnipeg à sa liste des universités et collèges qui imposent, comme condition d'embauche, l'obligation de subir un test d'obédience idéologique ou de foi.

Cette mesure fait suite à l'enquête détaillée qu'un comité spécial créé en 2008 a menée en vertu des procédures suivies par l'ACPPU en cas d'allégations de violation de la liberté académique résultant d'une telle obligation.

Dans leur rapport, les deux professeurs chargés de l'enquête, John Baker de l'Université de Calgary et Mark Gabbert de l'Université du Manitoba, concluent que la CMU « viole la liberté académique des membres de son personnel académique en imposant, comme condition d'embauche et/ou de maintien en poste, l'obligation de s'engager par une déclaration de foi implicite ou explicite ».

Le comité en vient aussi à la constatation suivante : « Nous n'avons certes pas affaire en l'occurrence à un fondamentalisme religieux étroit. Il semble y exister un respect sincère du travail académique et une véritable sensibilité au difficile équilibre qui, de l'avis des administrateurs, doit être trouvé entre l'affirmation de la mission religieuse de l'établissement

et la protection de l'intégrité du travail académique. »

Les auteurs du rapport notent toutefois : « Malgré cela, nous concluons que le Manuel des politiques du personnel [de la CMU] doit être considéré comme venant étayer le constat que, quel que soit le degré d'ouverture de l'environnement, il existe bel et bien un engagement à faire exécuter l'énoncé de mission en vigueur pour s'assurer que les membres du corps professoral de la CMU témoignent d'un certain attachement à la foi. La politique sur les "conflits et changements de position" fournit au conseil d'administration de la CMU suffisamment de motifs pour faire respecter un tel engagement. »

Les auteurs recommandent notamment que l'ACPPU élabore un énoncé de principes régissant la protection de la liberté académique dans les cas où un établissement garantissant effectivement cette liberté poursuit ou envisage de poursuivre des programmes d'études conjoints ou d'autres formes de relations académiques avec un établissement qui n'assure pas une telle protection. ■

English on page A8.

Enquête : Waterloo et Laurier prises en défaut

→ Suite de la PAGE A1

Au début de 2009, il a accepté l'offre de prolongation de trois ans de son contrat jusqu'en août 2013.

Les difficultés se sont posées plus tard en 2009 lorsque le CIGI a voulu avoir voix au chapitre dans toutes les discussions des affaires académiques de l'école, pour en surveiller non seulement les répercussions financières mais aussi leur compatibilité avec les thèmes du mandat du CIGI. Après avoir manifesté son opposition à de telles visées qui, selon lui, portaient atteinte à l'autonomie institutionnelle, à la liberté intellectuelle et à l'intégrité académique, M. Thakur a été démis de son poste de directeur quelques mois plus tard.

« Le professeur Thakur a été traité injustement [car] il avait indéniablement le droit de s'attendre à recevoir l'appui des recteurs des universités de Waterloo et Wilfrid-Laurier [...] lorsqu'il a tiré le signal d'alarme sur les propositions du CIGI », écrit M. Findlay dans son rapport. « Dès lors que sa liberté académique reposait sur les garanties inhérentes à l'autonomie institutionnelle, elle s'est trouvée de plus en plus exposée aux menaces de l'extérieur et à une complicité à l'interne. »

Pour le professeur Thakur, note le rapport, il appartenait avant tout à l'école de s'assurer que les donateurs, si généreux puissent-ils être, ne dépassent pas la limite séparant le soutien financier du contrôle académique. Autrement, soutenait-il, la diminution conséquente de l'autonomie de l'établissement risque

de se répercuter de façon similaire sur sa crédibilité, surtout dans les domaines où l'« excellence globale » est l'objectif visé, comme c'est le cas à l'école Balsillie.

Le rapport d'enquête engage l'Université de Waterloo, l'Université Wilfrid-Laurier et le CIGI à présenter des excuses publiques à M. Thakur pour l'avoir licencié injustement, et demande que la structure de gouvernance de l'école soit modifiée de sorte que les universités puissent exercer un contrôle indépendant sur les affaires académiques de l'école.

D'autre part, il est recommandé aux deux établissements d'établir des lignes directrices claires et exhaustives qui régissent les liens avec les donateurs actuels ou éventuels ainsi que la mise en œuvre d'autres initiatives de collaboration telles que l'école Balsillie, de manière à préserver l'autonomie et l'intégrité académiques de tous les instituts, centres ou écoles associés aux universités.

« La réputation des universités de Waterloo et Wilfrid-Laurier et de l'école Balsillie a été sérieusement ternie par suite du licenciement injuste du professeur Thakur », a déclaré le directeur général de l'ACPPU, James Turk. « Mais la chance leur est donnée de se racheter en acceptant les recommandations du rapport d'enquête et en faisant en sorte qu'une situation de ce genre ne puisse jamais se reproduire. »

L'Australian National University a offert à M. Thakur un poste de professeur principal qu'il occupera à partir de la prochaine année universitaire. ■

NEWS ACTUALITÉS

Les universités ontariennes : «Faire plus avec moins»

LE Conseil ontarien de la qualité de l'enseignement supérieur (COQES), un organisme du gouvernement de l'Ontario, appelle à une plus grande différenciation au sein du secteur universitaire ontarien pour permettre aux établissements de progresser dans le classement général et d'offrir des services éducatifs encore plus efficaces.

D'après un exposé de position publié le 26 octobre, le COQES fait valoir qu'un réseau d'universités plus différencié, où les universités se disputent une quantité limitée de fonds publics, contribuerait à améliorer la qualité de l'enseignement et soutenir la concurrence sur la scène internationale.

Invité à examiner les avantages d'une plus grande différenciation du secteur universitaire ontarien, le COQES a confié à un groupe de travail restreint, composé principalement de recteurs d'université, la tâche de formuler sa position sur le sujet.

Les auteurs du rapport recommandent la mise en place d'un cadre de responsabilisation pluriannuel selon lequel les universités établiraient leurs énoncés de mission en fonction des priorités clés, en collaboration avec le ministre provincial de la formation et des collèges et universités. Ce dernier prendrait ses décisions de financement selon le degré d'atteinte par les universités des objectifs qui leur seraient fixés.

En règle générale, les administrateurs des universités mettent la dernière main à la planification des semestres et des programmes d'études futurs après avoir consulté les diverses parties intéressées, c'est-à-dire les directeurs de programmes, les étudiants, les anciens, la communauté, le corps professoral et la province. Selon le modèle de spécialisation proposé, le ministre jouerait un rôle beaucoup plus central dans la planification et «serait inévitablement appelé à opposer un refus à certains éléments mis de l'avant par certains établissements», peut-on lire dans le rapport en ligne.

Le rapport prédit également que les universités accepteraient de perdre une part de leur autonomie dans la planification académique dès lors que ce processus sera rattaché directement au financement : «Autrement dit, les universités feront ce pour quoi elles seront financées.»

L'Ontario n'est pas la première autorité à vouloir réorganiser le système d'enseignement postsecondaire en utilisant comme stratégie une politique de différenciation et un contrôle gouvernemental accru pour répondre à l'augmentation du nombre d'inscriptions sans pour cela accroître le financement public.

En Nouvelle-Écosse, le rapport O'Neill, publié en septembre dernier, recommandait la fusion et la restructuration de certaines composantes des universités de la province, la déréglementation des frais de scolarité et la spécialisation des programmes. ■

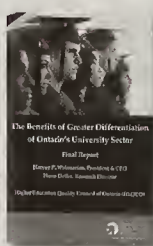
Ontario Universities: 'Do More with Less'

THE Higher Education Quality Council of Ontario (HEQCO) is calling for greater differentiation among Ontario's universities to achieve higher global rankings and greater efficiencies in education delivery.

In a policy paper released Oct. 26, the education council says a differentiated university sector, in which universities compete for limited public funding, would lead to positive improvements in quality of education and international recognition.

The HEQCO, an agency of the Ontario government, was asked to explore the benefits of greater differentiation, and relied on a small working group consisting of primarily university presidents to formulate its position.

The report recommends a multi-year accountability framework under which universities would develop mission statements around core priorities in negotiation with the province's training, colleges and universities ministry. The province's



The report, 52 pages called *The Benefits of Greater Differentiation of Ontario's University Sector*, supports a centralized planning approach & calls for a system of specialization to be imposed on the province's universities.

funding decisions would be based on how well the universities meet the stated goals.

University administrators typically finalize planning for future semesters and campus programs through consultation with their various stakeholders, including program heads, students, alumni, the community,

the professoriate and the province. The proposed specialization model would see the ministry play a much more central role in planning, and "inevitably it will be called upon to say no to some elements forwarded by some institutions," says the online report.

The report also predicts universities will agree to loss of autonomy in academic planning if it is tied directly to funding: "Put simply, universities will do what you fund them to do."

The Council of Ontario Universities, which represents top administrators in the province's publicly funded institutions, welcomed the report, saying the education council had initiated a platform for dialogue.

But implementing HEQCO's model would be a mistake the Ontario chapter of the Canadian Federation of Students and the Ontario Confederation of University Faculty Associations said, because the proposed system of university funding would result in decreased access and com-

promise academic freedom and institutional autonomy.

Ontario is not the first jurisdiction looking to reorganize the post-secondary system using a policy of differentiation and increased government control as a strategy to meet increased student enrolment without increasing public investment.

In Nova Scotia, the O'Neill report, released in September, called for elements of the province's universities to be merged and restructured, deregulation of tuition and specialization of programs. The report sparked heated criticism from the Association of Nova Scotia University Teachers that claimed O'Neill's recommendations legitimized the continued underfunding of post-secondary education.

Across the Atlantic, a proposed 40 per cent cut to the UK's higher education budget has universities scrambling to decide which programs will survive and which will disappear. ■

Ottawa nomme un nouveau groupe d'experts en R-D

APRÈS qu'un rapport du Conseil des académies canadiennes (CAC) eut mis en évidence le retard persistant des investissements en recherche-développement malgré l'aide gouvernementale de plus de 7 milliards de dollars versée annuellement, le gouvernement fédéral a annoncé la création d'un groupe consultatif de six membres chargé de recommander des façons d'améliorer les investissements des entreprises en R-D au Canada.

Le rapport du CAC publié l'an dernier a constaté également que le volume de ces investissements était relativement faible par rapport aux solides bénéfices affichés par les entreprises, la rentabilité globale des entreprises au Canada ayant été supérieure à celle des États-Unis durant la plupart des années depuis 1961.

«Nous doutons de l'utilité de commander un autre rapport sur un sujet qui a déjà été étudié sous toutes ses coutures», a déclaré le directeur général de l'ACPPU, James Turk.

Selon le rapport du CAC, le fait que le Canada doive recourir à des programmes d'encouragements fiscaux, principalement sous la forme

de généreux crédits d'impôts pour la R-D, «fait pratiquement de lui un cas à part» dans le monde.

Pour la seule année 2007, le programme fédéral d'encouragements fiscaux à la recherche scientifique et au développement expérimental représentait un montant total de 3,7 milliards de dollars en déductions fiscales, pendant que la plupart des provinces accordent d'autres crédits d'impôt.

Si le groupe consultatif compte parmi ses membres trois représentants du secteur universitaire, signale M. Turk, l'un d'eux est un recteur d'université qui faisait partie jusqu'à tout récemment d'une coalition préconisant l'élargissement du contrôle-programme fédéral de crédit d'impôt pour la R-D.

«Nous craignons que ce groupe d'experts ne se contente de recommander que les universités soient associées de plus près au secteur privé», indique-t-il. «Ce qui ne saurait régler le problème et ne manquerait pas de fragiliser la contribution vitale de la recherche universitaire.»

Selon lui, l'approche traditionnellement centrée sur la recherche fondamentale ne présente pas un réel intérêt pour le secteur privé,

qui privilégie le court terme et cherche avant tout à maximiser le résultat net.

«De tout temps, ce sont les découvertes en science fondamentale qui ont fait progresser l'innovation et ont donné lieu à la majorité des nouvelles applications d'importance commerciale», précise M. Turk.

«Le gouvernement fédéral met en péril le développement à long terme de la R-D au Canada en n'investissant pas suffisamment dans la recherche fondamentale par la voie de ses trois organismes subventionnaires de recherche — le Conseil de recherches en sciences humaines, le Conseil de recherches en sciences naturelles et en génie et les Instituts de recherche en santé du Canada.»

Le financement de ces organismes a été amputé en 2009 de près de 148 millions de dollars par suite d'un processus d'examen stratégique obligatoire, alors que les modestes augmentations de crédits annoncées en 2010 ne permettraient pas de rattraper l'inflation ni même de compenser de loin les compressions subies précédemment.

«Le recours disproportionné aux crédits d'impôt au Canada contraste

énormément avec la stratégie de financement de l'innovation adoptée aux États-Unis où l'on investit effectivement à long terme dans la recherche fondamentale», souligne M. Turk. «C'est pourquoi l'ACPPU demande au gouvernement fédéral d'accroître les fonds de recherche de façon qu'ils correspondent, toutes proportions gardées, à ceux que le gouvernement américain octroie à la recherche fondamentale.»

«En faisant concorder les crédits d'impôt avec les montants dépensés dans d'autres pays tels que les États-Unis, le gouvernement pourrait réunir les fonds nécessaires pour financer la recherche fondamentale essentielle. Une telle mesure serait garante d'un avenir prospère pour le Canada.»

Le Congrès américain a accordé l'an dernier 13 milliards de dollars en fonds nouveaux aux principaux organismes scientifiques américains — les National Institutes of Health et la National Science Foundation. Et le gouvernement Obama a proposé une augmentation supplémentaire de 6 % des budgets de ces deux organismes. ■

English on page A5.

Les apprenants autochtones privés de soutien financier

→ Suite de la PAGE A3

[MAINC] considère comme une priorité l'octroi d'un soutien financier adéquat, dans le cadre du PEP, à chaque apprenant admissible des Premières Nations et Inuit et qu'il mette en place un plan pour répondre à cette priorité d'ici la fin de 2007.

Dans sa réponse au rapport du Comité, le gouvernement a opposé un dévot refus de financer pleinement les étudiants admissibles. Il a par ailleurs indiqué son intention de revoir le PAENP au cours des deux années suivantes. La communauté des Premières Nations s'inquiète, car cela pourrait signaler

l'intention d'aligner le PAENP sur les modalités de financement «normal» en le faisant relever du Programme canadien des prêts aux étudiants. Elle a rejeté avec véhémence un tel changement, qui porterait atteinte aux droits à l'éducation postsecondaire qui lui ont été conférés par traité.

Il n'est impossible, en quelques lignes, de rendre compte des nombreuses questions complexes qui touchent l'éducation postsecondaire des étudiants autochtones, mais je mentionnerai un aspect important qui a été négligé : la collecte de données. La recherche de données adéquates sur les groupes et les communautés qui ont été placés en

marge de la société et victimes de racisme au cours de l'histoire du Canada est un exercice frustrant et souvent décevant. Le fait de ne pas recueillir de données pertinentes sur les étudiants autochtones actuels et potentiels signifie que des aspects importants, comme le nombre d'étudiants admissibles à qui du financement a été refusé pour cause d'insuffisance budgétaire, ne sont pas mesurés et ne font l'objet d'aucun suivi. Il signifie en outre que des données cruciales à la planification, notamment celles qui portent sur les progrès accomplis par les étudiants et sur leur emploi, ne sont pas recueillies au niveau local.

L'abolition scandaleuse du formulaire long de recensement, auparavant obligatoire, aura un effet dévastateur sur la capacité qu'a la communauté des Premières Nations à se décrire et à suivre son évolution sociale. Et, punition supplémentaire pour les Autochtones, il sera désormais impossible de produire une version de l'Enquête auprès des peuples autochtones, une enquête détaillée spéciale postsecondaire sur les conditions socioéconomiques des autochtones au Canada, qui pourra être comparée aux versions antérieures et dont l'échantillonnage se basait sur le formulaire long de recensement obligatoire. Honte à ceux qui nous gouvernent actuellement. ■

NEWS

Canadian Mennonite U. Added to Faith Test List



Founders Hall at Canadian Mennonite University

CANADIAN Mennonite University in Winnipeg has been added to CAUT's list of universities and colleges that have a faith or ideological test as a condition of employment.

The action follows a detailed inquiry by an ad hoc investigatory committee created in 2008 under CAUT's Procedures in Academic Freedom Cases Involving Allegations of Requirements of an Ideological or Faith Test as a Condition of Employment.

The investigation undertaken by professors John Baker of the University of Calgary and Mark Gabbert of the University of Manitoba found CMU "is denying academic freedom to its academic staff by requiring a statement of faith — implicitly or explicitly — as a condition of initial and/or continuing employment."

The committee reported in its findings that "there was no question of a narrow religious fundamentalism, and there appeared to be a sincere respect for academic work and sensitivity to the difficult balancing that the administrators thought had to go on between af-

firming the institution's religious mission and protecting the integrity of academic work."

But the report goes on to note: "Despite this, we concluded that ... the [CMU] Personnel Policy Handbook ... should be viewed as giving substance to the conclusion that, however open the environment might be, there is a commitment to enforcing the operative mission statements as a guarantee that faculty at CMU will maintain a certain faith inspired perspective. The 'Conflict and Changing Positions' policy gives the CMU board ample grounds for enforcing such commitment."

The report also recommended that CAUT formulate a policy statement to deal with protecting academic freedom for instances where an institution that does guarantee academic freedom has, or plans to have, joint academic programs or other academic relations with an institution that does not. ■

ON THE NET

Read the committee report at www.caut.ca/uploads/CMU_Report.pdf.

Version française à la page A6.

Are extra
course
options

an option
for your
students?

Alliata Magdalena in
Burlington, Ontario, Canada

Athabasca University transfer credits increase academic choices.

• At Athabasca University, our large selection of online post-secondary courses adds to the academic choices you can offer your students. • Having extra course options has been an ideal fit for Magdalena, who's attending a university in Ontario. In addition to taking courses at her home university, she's also taking some additional courses at Athabasca University, and is on track to complete her degree a year early. • AU has more than 37,000 students and offers over 200 courses delivered online and at a distance. • Transferability. Another reason why AU stands out as a global leader in distance learning excellence.

standout www.athabascau.ca/standout
1-800-788-9061

Athabasca University

Never Before Have CAUT Members Had Such Power!

SIT BACK AND LET CANADA'S LEADING LENDERS COMPETE FOR THE OPPORTUNITY TO FUND YOUR MORTGAGE.

- ✓ We take care of all the details of mortgage shopping for you.
- ✓ We find you the best deal from a wide choice of lenders.
- ✓ Personal Service, Specialized Knowledge, Unbiased Advice.

MORTGAGE RATES*

| | |
|----------|------|
| Variable | 2.25 |
| 1 year | 2.44 |
| 2 year | 2.99 |
| 3 year | 2.90 |
| 5 year | 3.44 |
| 7 year | 4.60 |
| 10 year | 4.95 |

*Mortgage rates as of October 15/2010. Rates are subject to change without notice. Variable rate for initial 3 months. All other rates are fixed.



FSC # 10202
AN INDEPENDENTLY OWNED AND OPERATED FRANCHISE

1-888-216-7770
ext. 227

Fax: 1-888-216-7771
jillcraig@bellnet.ca

APPLY ONLINE: www.caut.ca/metrocity

NEWS ACTUALITÉS

Remise en cause du recrutement international

UNE enquête-reportage réalisée par deux journalistes du *Globe and Mail*, Mark MacKinnon et Rod Mickleburgh, soulève des inquiétudes sur les liens que les universités canadiennes entretiennent avec les agences de recrutement d'étudiants étrangers.

Les journalistes y racontent l'histoire de Vic, un étudiant chinois de 19 ans dont la famille a versé 20 000 \$ en frais de scolarité au Aoji Education Group, une agence de recrutement d'étudiants basée à Beijing. En contrepartie de cette somme, Vic et ses parents croyaient qu'il pourrait poursuivre des études en science économique dans une université canadienne.

Au lieu de cela, Vic a dans un premier temps passé huit mois à suivre une formation linguistique en anglais dans un campus fermé d'Aoji, près de l'aéroport international de Beijing, puis un semestre à suivre des cours d'anglais sans crédit à l'Université de la vallée du Fraser (UFV) à Abbotsford, en Colombie-Britannique.

Après son court séjour à l'UFV, il est rentré chez lui, honteux et découragé, ayant bénéficié de peu de formation linguistique sans avoir obtenu le moindre crédit universitaire.

« Il nous ont dit que nous étudierions dans une université une fois arrivés au Canada, mais il ne s'agissait en fait que de cours d'anglais », a-t-il raconté au *Globe and Mail*. « Nous étions complètement abattus. »

Des milliers d'étudiants chinois sont inscrits chaque année à des collèges et des universités au Canada par l'intermédiaire d'agences de recrutement qui ne demandent qu'à tirer avantage d'étudiants désireux

d'acquérir des diplômes d'études supérieures à l'étranger et attirés par les universités à court d'argent qui comptent de plus en plus sur les droits de scolarité élevés imposés aux étudiants étrangers.

L'UFV a finalement rompu ses liens avec le groupe Aoji pour des raisons de différend gardées secrètes, mais ce dernier continue toujours de recruter pour la société australienne Navitas Ltd., qui a créé des collèges à but lucratif desservant les étudiants étrangers en partenariat avec l'Université Simon-Fraser et l'Université du Manitoba. L'an dernier, Aoji a recruté 70 étudiants pour ces collèges privés.

William Ko, directeur financier du Collège international Fraser — une initiative lancée avec l'Université Simon-Fraser —, a refusé de parler aux journalistes du *Globe and Mail* à propos de la relation de l'établissement avec Aoji, déclarant qu'aucune information ne serait communiquée à ce sujet.

L'entente passée avec Simon-Fraser, qui vient d'être renouvelée, a été le premier partenariat conclu par Navitas au Canada.

Au Manitoba, les membres du corps professoral et les étudiants déploient tous les efforts nécessaires pour empêcher la reconduction du contrat avec Navitas à son expiration.

« La présence de Navitas sur notre campus nous inquiète évidemment parce que le personnel du Collège international du Manitoba effectue le travail dont se chargent déjà nos membres et les membres du SSCP 3090 », indique le président de l'association du personnel académique de l'Université du Manitoba, Cameron Morrill.

« Il est aussi clair que Navitas perçoit tout simplement les étudiants étrangers comme une source de profit et qu'elle mise sur la réputation de notre université et ses installations financées par l'État, tels les salles de classe, laboratoires et bibliothèques, pour réaliser ce profit ».

« Les sociétés privées jouent essentiellement le rôle d'intermédiaires qui touchent une commission en achetant le nom de marque, les installations et autres ressources de l'université en guise de crédibilité et d'avantage concurrentiel », affirme le directeur général associé de l'ACPPU, David Robinson. « De leur côté, les universités réalisent des profits en vendant leur image de marque à des entreprises comme Navitas en échange des droits de scolarité perçus auprès d'étudiants qui ne seraient pas admissibles autrement ».

Le ministre canadien de l'Immigration, Jason Kenney, semble partager au moins certaines de ces préoccupations.

« Il existe un flot de charognards cherchant à exploiter les gens qui aspirent à visiter le Canada, à y immigrer ou à venir y étudier », a-t-il mis en garde les étudiants lors d'une récente visite en Chine.

Les étudiants et les professeurs de l'Université de Windsor sont parvenus récemment à faire échec au projet de collège privé qu'un autre fournisseur multinational de services d'éducation à but lucratif, Study Group International, voulait implanter sur leur campus.

Navitas tente maintenant de vaincre l'Université Carleton de former un partenariat du même genre avec elle. La direction de l'établissement a chargé un groupe de travail d'examiner la proposition sans consulter aucunement l'association du personnel académique (CUASA).

« Nous éprouvons certaines inquiétudes à l'égard de ce type de partenariat public-privé et nous ne ménagerons pas nos efforts pour

stopper cette opération en faisant bien comprendre à nos membres les pièges qu'elle comporte tant pour les étudiants et le corps professoral que pour l'université elle-même », a dit Patrizia Gentile, chargée des affaires internes de la CUASA.

Study Group International, Navitas et leurs concurrents internationaux INTO et Kaplan se livrent depuis des années une lutte acharnée pour conclure des partenariats avec des établissements d'enseignement du monde entier, et se heurtent la plupart du temps à l'opposition des travailleurs et des étudiants.

L'ACPPU, tout comme d'autres syndicats représentant les professionnels de l'éducation, a adhéré au Réseau Éducation et Solidarité, qui partage des ressources destinées à lutter contre les menaces posées par les fournisseurs de programmes d'études universitaires. ■

English on page A5.

University of Guelph Faculty Association

JAY NEWMAN AWARD FOR ACADEMIC INTEGRITY

CALL FOR NOMINATIONS

The University of Guelph Faculty Association is calling for nominations for an important new award, open to scholars around the world. The Jay Newman Award for Academic Integrity will be given for the second time in the Fall of 2011; nominations may be submitted until May 1, 2011. The condition of the award states that "It is for the purpose of recognizing a university scholar and teacher who either at a particular time or in the course of an academic career has demonstrated combined meritorious academic achievement with noteworthy courage or compassion in the defense of academic ideals." The award is given biennially and carries a prize of \$1500.00.

The award honours the memory of Dr. Jay Newman, F.R.S.C., a distinguished member of the University of Guelph Philosophy Department whose thirty six years of service were ended by his death in 2007. The author of eleven books, he was a successful and popular teacher and an active participant in the life of the University. He was widely known as a fearless and articulate defender of academic freedom as a core value of a university, and of the rights of faculty members.

Nominations, along with any supporting material, should be sent to:
Chair, Academic Freedom Committee
University of Guelph Faculty Association
5 University Avenue East
Guelph, Ontario, N1G 2W1

U Faculty
G Association

december 6
national day of remembrance
take action on
violence



Investigation Faults Waterloo & Laurier

➔ From PAGE A1

In early 2009, he was offered and accepted a three-year extension of his contract as director, until August 2013.

Difficulties developed later in 2009 when CIGI sought representation in all academic matters being discussed at the school, not only to monitor their financial implications, but also their consistency with CIGI's mandated themes. Thakur objected, citing threats to institutional autonomy, intellectual freedom and academic integrity. Several months later Thakur was removed from his post as director.

"Dr. Thakur was unfairly treated ... [and] had every right to expect support from the presidents of UW and WLU ... when he sounded the alarm on CIGI's proposals," Findlay wrote in his report. "Insofar as his academic freedom depended on the protections of institutional autonomy, it became increasingly vulnerable to threats from the outside and complicity on the inside."

The report noted Thakur took the position that the academy has the primary responsibility to ensure that donors, no matter how generous, do not overstep the mark separating financial support from academic control. If they do, Thakur maintained, the consequent dimin-

ishment of academic autonomy may bring about similar diminishment in credibility, especially in areas where "global excellence" is the objective, as at the Balsillie school.

The report calls on the universities and CIGI to issue a public apology to Thakur over his dismissal.

It also calls for changes in the governance structure of the Balsillie school to ensure Waterloo and Wilfrid Laurier universities have independent control of the school's academic affairs.

In addition, the two universities are urged to develop clear and comprehensive guidelines to deal with current or potential donors and for other collaborative initiatives such as the Balsillie school, to ensure the academic autonomy and integrity of all university-associated institutes, centres, or schools.

"The reputations of Waterloo, Wilfrid Laurier and the Balsillie school have been badly tarnished because of their unjust firing of Dr. Thakur," said James Turk, executive director of CAUT. "But they have a chance to do the right thing by accepting the report's recommendations so something like this couldn't happen again."

The Australian National University has offered Thakur a senior professorship which he will be taking up in the coming academic year. ■

CAREER CARRIÈRES

Index / Indices

| | | |
|----|---|-------|
| B1 | A | N |
| B2 | B | O |
| C | C | B10 P |
| D | D | Q |
| B4 | E | B14 R |
| B6 | F | S |
| B7 | G | T |
| H | H | U |
| BB | I | V |
| J | J | W |
| K | K | X |
| B9 | L | Y |
| M | M | Z |

B14 Accommodations
Wanted

How to Place a Career Ad

PHONE
613-820-2270
FAX
613-820-2417
EMAIL
ads@caut.ca
MAIL
CAUT Bulletin
2705 Queensview Dr.
Ottawa, Ontario
K2B 8K2

Direct correspondence
and questions to the
Advertising Coordinator

Print career ads
posted online at
ACADEMICWORK.CA
for free.

Comment mettre une annonce

TÉLÉPHONE
613-820-2270

TÉLÉCOPIEUR
613-820-2417

COURRIEL
ads@caut.ca

POSTE
Bulletin ACPPU
2705, prom. Queensview
Ottawa (Ontario)
K2B 8K2

Adresser la correspondance
et les questions à la
coordonnatrice de la publicité

Les publicités
imprimées sont
affichées
gratuitement sur
TRAVAILACADEMIQUE.CA

A
■ AEROSPACE ENGINEERING—University of Toronto. The University of Toronto Institute for Aerospace Studies (UTIAS) is seeking applications for a tenure-track position at the level of Assistant Professor or Associate Professor in aerospace engineering. The appointment will begin on or after July 1, 2011. Consideration will be given to applicants with expertise in any area related to aerospace science and engineering. We are particularly interested in applicants whose primary area of research is related to aircraft gas turbine propulsion (e.g., aerothermodynamics of turbofan/turbojet, air breathing propulsion systems, heat transfer and fluid me-

chanics of gas turbine engines), especially research related to overall propulsion efficiency improvement and emissions reduction. Relevance to the UTIAS strategic focus on reducing the environmental impact of aircraft is an asset. Applicants must have a doctoral degree, typically from an aerospace or mechanical engineering department, and a strong commitment to both teaching and research. The successful candidate is expected to establish and lead a dynamic externally-funded research program, supervise graduate students, teach undergraduate and postgraduate courses, and engage in university service activities. The selection will be based primarily on the applicant's potential for excellence in research and teaching. Salary is commensurate with qualifications and experience. For information about

UTIAS, please see our web site (www.utias.utoronto.ca). Applications should include: (i) a detailed curriculum vitae, (ii) a concise statement (3 pages maximum) of teaching and research interests, objectives and accomplishments, and (iii) a list of references. Applications and inquiries should be sent to: Professor D.W. Zingg, Director, University of Toronto, Institute for Aerospace Studies, 4925 Dufferin Street, Toronto, Ontario, Canada, M3J 5T6. Please direct any questions

to Joan DeGroot at: degroot@utias.utoronto.ca. Review of applications will begin on December 31, 2010, and applications will be accepted until the position is filled. The University of Toronto is located in Toronto, a large multicultural city offering many cultural, professional, and research opportunities. The student body at the University reflects the diversity of the city. The breadth of the University provides numerous opportunities for interdisciplinary collaborative research. The University of Toronto is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to further diversification of ideas. The University is also re-

sponsive to the needs of dual career couples. All qualified applicants are encouraged to apply; however, Canadians and permanent residents are given priority.

■ ANATOMY—University of Western Ontario. The Department of Anatomy and Cell Biology in the Schulich School of Medicine & Dentistry at the University of Western Ontario invites applications for a tenure-track or tenure mid-career faculty position at the rank of Associate Professor or Professor in the area of Clinical Anatomy. The Division of Clinical Anatomy, within the Department of Anatomy and Cell Biology, consists of a highly motivated group of educators, responsible for teaching the sub-disciplines of anatomy to students in medicine, dentistry and other health science professions. Members of the Division are also actively involved in educational scholarship and research, including the design, production and testing of innovative teaching materials. Four years ago the Division launched a successful Master of Clinical Anatomy program, the first of its kind in Canada, designed to train students to become educator-scholars in the field of Clinical Anatomy and the aim is now to introduce a PhD program. Applications will be considered from candidates with a PhD, MD or DDS (or equivalent) degree, with a strong background and demonstrated excellence in the teaching of gross anatomy, embryology and histology. In addition, candidates must show clear evidence of outstanding scholarship in education, or in a field related to clinical anatomy. The successful candidate will be expected to take an active part in the teaching, student mentorship, and administration within the Division and to play a key role in the development of the Clinical Anatomy PhD program. The successful applicant will also be expected to maintain active scholarship in education or research related to clinical anatomy. For more information about the department, please visit: <http://www.uwo.ca/anatomy>. Interested applicants should submit the following: a curriculum vitae; a brief teaching dossier; a statement of teaching philosophy; an outline of proposed scholarly activities; and names of four references, one of whom should be a former student, to: Dr. Peter Haase, Chair, Search Committee, Department of Anatomy and Cell Biology, Medical Sciences Building, The University of Western Ontario, London, Ontario, Canada, N6A 5C1. Email: Peter.Haase@schulich.uwo.ca. Applications will be accepted until the position is filled. The position is subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

■ ANTHROPOLOGY—McGill University. McGill University, Department of Anthropology seeks a full-time tenure-track assistant professor in legal anthropology with a strong research and publication record based on ethnographic field research. The appointment is to begin August 1, 2011. The Department is especially interested in applicants who have research backgrounds in the following: human rights, development, humanitarian intervention, and other transnational normative structures; legal pluralism; emergent and contested identities; conflict and social control; and the shaping of public opinion and public policy. The successful candidate will have a PhD in hand, will be expected to develop a competitive, externally-funded research program involving graduate students, and contribute actively to teaching and service. Area specialization is open, though some preference will be given to those candidates who work in Asia (particularly South Asia, East Asia, and Southeast Asia) and Africa (particularly West and South Africa). Applicants should send one copy of each of the following: CV; letter describing research and teaching experience; one writing sample (in electronic format such as an e-print, article in press, or thesis chapter); and names of 3 referees (with phone, fax, and e-mail addresses). Applications should be sent before November 15 to: Prof. Ronald Niszen, Chair, Department of Anthropology, McGill University, 855 Sherbrooke Street West, Montreal, Quebec, Canada, H3A 2T7. Fluency in French is an asset. For further information, e-mail: ronald.niszen@mcgill.ca. All qualified applicants are

Advertising Closing Dates / Dates de tombée pour la publicité

Closing dates to place, change, renew, or cancel your advertising material in the printed CAUT Bulletin are listed below. Ad placement closing dates are also the materials due dates. Copy changes, art changes, cancellations, late postings or renewals will generally not be accepted after an ad closing date, and none should be presumed executed without acknowledgment from the Bulletin.

Les dates de tombée pour réserver, modifier, renouveler ou annuler une annonce à publier dans le Bulletin de l'ACPPU sont indiquées ci-dessous. Les dates de tombée des annonces sont aussi les dates de soumission du texte publicitaire. De façon générale, la rédaction du Bulletin n'acceptera pas les modifications au texte et aux illustrations, les annulations, les renouvellements ni le matériel soumis en retard après la date limite des annonces. Il ne peut être présumé que l'une ou l'autre de ces requêtes a été exécutée sans la confirmation expresse de la rédaction du Bulletin.

| ISSUE / NUMÉRO | CLOSING DATE / DATE DE TOMBÉE | POST DATE / DATE AFFICHÉE |
|---------------------------------|-------------------------------|-----------------------------|
| September 2010 / septembre 2010 | August 04 août 2010 | August 25 août 2010 |
| October 2 / 10 octobre | September 01 septembre 2010 | September 22 septembre 2010 |
| November 2010 / novembre 2010 | October 05 octobre 2010 | October 27 octobre 2010 |
| December 2010 / décembre 2010 | November 03 novembre 2010 | November 24 novembre 2010 |
| January 2011 / janvier 2011 | December 01 décembre 2010 | December 22 décembre 2010 |
| February 2011 / février 2011 | January 05 janvier 2011 | January 26 janvier 2011 |
| March 2011 / mars 2011 | February 02 février 2011 | February 23 février 2011 |
| April 2011 / avril 2011 | March 02 mars 2011 | March 23 mars 2011 |
| May 2011 / mai 2011 | April 06 avril 2011 | April 27 avril 2011 |
| June 2011 / juin 2011 | May 04 mai 2011 | May 25 mai 2011 |

Advertising Rates (Section B)

CAREER / JOB ADVERTISING
Display ads \$75 / column inch
Classified ads \$120 / word

SPECIAL CATEGORY ADVERTISING¹
Classified ads \$50 / word
Add a picture/graphic +\$25
¹ Special category rates apply only to non-career advertising such as housing, cell for papers, courseware, conferences & events.

OTHER CHARGES
4-colour (CMYK) +\$700
Preferred position (display ads) +10%
Agency commission (print-ready display ads)¹¹ 15%
¹¹ 4-colour & position charges commissionable.

Tarifs publicitaires (Section B)

OFFRES D'EMPLOI
Grandes annonces 75 \$/pouce-colonne
Annonces classées 120 \$/mot

AUTRES QUE LES OFFRES D'EMPLOI¹
Annonces classées 50 \$/mot
Ajout d'une image ou d'un graphique +25 \$
¹ Les tarifs de cette catégorie s'appliquent aux annonces autres que les offres d'emploi (ex. logement, didacticiels, conférences, événements).

AUTRES FRAIS
Quadrinchromie +700 \$
Emplacement privilégié (les grandes annonces) +10 %
Commission d'agence (prêtes pour l'impression)¹¹ 15 %
¹¹ Accordées sur les frais liés à la quadrinchromie et à l'emplacement.

Publisher's Statement

The CAUT Bulletin will not accept advertisements from for-profit post-secondary institutions or job advertisements restricting applications on grounds of race, national origin, religion, colour, sex, age, marital status, family status, ethnicity, disability, sexual preference, social origin, or political beliefs or affiliation. CAUT expects that all positions advertised in the Bulletin are open to both men and women. Advertisements using restrictive language will not be accepted except when the language is consistent with human rights legislation. Where any bona fide reasons for exemption from general policy are stated above exist, it is the responsibility of the institution which intends to place a restrictive advertisement to provide the Editor of the Bulletin with a statement as to these reasons. The CAUT Policy Statement on Academic Freedom (www.caut.ca/pages.asp?page=247&lang=1) contains fundamental statements of principle which reflect key priorities of this organization. The CAUT Bulletin therefore reserves the right to refuse advertisements from any post-secondary institution where such advertisement or practice of the institution appears to demonstrate an intention to restrict (or has in fact restricted) academic freedom.

As a service to CAUT members interested in positions available in other countries, the Bulletin accepts advertisements for these positions. The view of academic freedom and the extent to which it is protected in other countries may vary. Except in the case of the United States, where the American Association of University Professors (AAUP) investigates alleged violations of academic freedom, there is no method by which we can provide any verifiable information concerning the state of academic freedom at institutions outside of Canada. CAUT publishes a list of colleges and universities censured by AAUP twice a year. Further information about those censures can be obtained by writing to AAUP, 500-1012 14th St. N.W., Washington, DC 20005-3465; tel: (202) 737-5900 or visit www.aaup.org.

Déclaration de l'éditeur

Le Bulletin de l'ACPPU n'accepte ni les publicités des établissements post-secondaires à but lucratif ni les offres d'emploi qui restreignent les candidatures pour des raisons de race, d'origine raciale, de religion, de couleur, de sexe, d'âge, d'état civil, de situation familiale, ethniques, d'incapacité, d'orientation sexuelle, d'origine sociale ou de convictions ou d'attaches politiques, générales. L'ACPPU s'attend à ce que tous les postes annoncés dans le Bulletin soient offerts aux hommes et aux femmes. Les annonces utilisant un langage restrictif ne sont pas acceptées à moins qu'elles ne soient conformes à la Loi sur les droits de la personne. Il incombe à l'établissement qui a l'intention de faire paraître une annonce restrictive de fournir à la rédaction du Bulletin une déclaration annonçant ces raisons. L'énoncé des principes fondamentaux de l'ACPPU sur la liberté académique (www.acppu.ca/pages.asp?page=247&lang=1) reflète les priorités clés de cette organisation. Le comité de rédaction du Bulletin de l'ACPPU se réserve donc le droit de refuser de publier les annonces d'un établissement post-secondaire dans le cas où le teneur de ces annonces ou les pratiques de cet établissement démontrent l'existence d'une intention de restreindre la liberté académique ou restreignent en fait celle-ci.

Le Bulletin accepte les offres d'emploi à l'extérieur du Canada à titre de service pour les membres de l'ACPPU qui pourraient être intéressés. La perception de la liberté académique et son degré de protection peuvent varier d'un pays à l'autre. À l'exception des États-Unis, où l'American Association of University Professors enquête sur des prétendues violations de la liberté académique, il n'existe aucune méthode nous permettant de vérifier la situation de la liberté académique dans les établissements post-secondaires des universités faisant l'objet de censure par l'AAUP. Pour obtenir des renseignements supplémentaires sur ces censures, prière d'écrire à l'AAUP, 500-1012 14th St. N.W., Washington, DC 20005-3465; tél: (202) 737-5900, ou de visiter www.aaup.org.

READ IT
Online
CAUTBULLETIN.ca
LISEZ-LE
en ligne
ACPPUBULLETIN.ca



CAREERS CARRIÈRES

encouraged to apply; however, Canadians and permanent residents will be given priority. McGill University is committed to equality in employment and diversity. It welcomes applications from Indigenous peoples, visible minorities, ethnic minorities, persons with disabilities, women, persons of mature sexual orientation and gender identity and others who may contribute to further diversification.

■ ANTHROPOLOGY – University of Waterloo. The Department of Anthropology, University of Waterloo, seeks a cultural anthropologist (rank open) with a research specialization in one of science and technology, human rights, environment, business and finance, or transboundary. Geographically we are interested in developing a focus on the Pacific Rim but we would also encourage applications from those working in North Africa, Turkey or elsewhere in the Mediterranean region in order to build on our existing regional expertise in the circum-Mediterranean. The department has a flourishing undergraduate program and a joint MA program in Public Issues Anthropology with the University of Guelph.

The successful candidate will be expected to contribute substantially to the graduate program. This position will become available July 1, 2011. Salary commensurate with qualifications and experience. The closing date for applications is November 15, 2010. To apply, use our online application system at <http://artscisearch.uwaterloo.ca/OJAS/ANTH>. Applications must include curriculum vitae, the names and contact information for three referees, evidence of teaching quality and a sample paper or publication. Enquiries may be directed to: Professor Maria Litton, Chair, Department of Anthropology, University of Waterloo, Waterloo, Ontario, N2L 3G1 Canada; anth-recruiting@uwaterloo.ca. Additional information concerning the Department of Anthropology can be found at anthropology.uwaterloo.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

■ APPLIED MATHEMATICS (MATHEMATICAL/ THEORETICAL PHYSICS) – University of Waterloo. Applications are invited for a tenure-track faculty position in the Department of Applied Mathematics (Jewarsh, Waterloo, ON/AM Dept) at the University of Waterloo, in the field of Mathematical/Theoretical Physics, to begin on or after July 1, 2011. The position is at the Assistant Professor level and salary will be commensurate with experience and research record. In exceptional cases, an appointment at a higher level may be possible. We are particularly interested in applicants with expertise in the areas of gravity, quantum gravity or cosmology. Candidates should show evidence of outstanding potential in research and should have a strong background in both mathematics and physics. We are looking for applicants with enthusiasm for the supervision of graduate students and for teaching at both the undergraduate and graduate level. The department maintains close ties with the Faculties of Science and Engineering regarding both research and teaching, and will offer an undergraduate program in Mathematics. This is a vibrant and large centre for research in Mathematical Physics. The successful applicant may be considered for an Associate Professorship or an independent Perimeter Institute for Theoretical Physics (www.perimeterinstitute.ca) or the Institute for Quantum Computing (www.iqc.ca) at the University of Waterloo. Applicants should send a curriculum vitae, including a statement of research interests and teaching philosophy, via email to anthrecruiting@uwaterloo.ca with "MP position" in the subject line. Applicants should also arrange to have at least three reference letters emailed to this address as well. Alternative applications and reference letters can be sent to K.G. Lamb, Chair, Department of Applied Mathematics, University of Waterloo, 200 University Ave West, Waterloo, Ontario, N2L 3G1. The deadline for receiving applications is January 10, 2011. Applications received after this date will be considered until the position has been filled. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

B

■ BIBLIOTHÉCAIRE (SPÉCIALISÉ(E) EN COM- PLEXES) – Université York. Les bibliothécaires de l'Université York sollicitent des candidats pour un poste, mélangé à la permanence de bibliothécaire spécialisé(e) en données. Les exigences du poste sont affichées à <http://webapps.yorku.ca/academic/hr/view/viewposition.asp?positionnumber=1180>. L'Université York est un employeur qui a adopté un programme d'action positive. Pour plus de renseignements sur le programme d'action positive, veuillez consulter le site Web de l'Université York à l'adresse www.yorku.ca/diversity ou demander un exemplaire du programme au bureau du programme d'action positive au numéro 416-736-5713. Toutes les personnes qualifiées sont encouragées à poser leur candidature; toutefois, le priorité sera donnée aux personnes de nationalité canadienne ou détenant le statut de résident permanent.

■ BIOLOGY – Saint Mary's University. The Department of Biology at Saint Mary's University invites applications for a full time appointment at the rank of Lecturer, effective July 1, 2011. The successful applicant will teach primarily at the 1000- and 2000-level with the opportunity to teach at the 3000- and 4000-level dependent on department needs and expertise of the candidate. The candidate will have experience in the area of Animal Biology and will be able to make meaningful teaching contributions in our pre-health curriculum track, but exceptional candidates with teaching expertise in other areas that complement existing teaching expertise will be considered. As this position places limited emphasis on biological research, the ideal candidate will have a strong interest in pedagogy, be dedicated to improving student education and have demonstrated excellence in teaching. Service-oriented individuals associated with this position will

be reviewed starting December 15, 2010. UBC hires on the basis of merit and, being strongly committed to diversity within its community, especially welcomes applications from women, visible minority group members, aboriginal persons, persons with disabilities, persons of any sexual orientation or gender identity, and others who may contribute to the diversification of ideas. However, Canadians and permanent residents of Canada will be given priority. This appointment is subject to budgetary approval.

■ CHEMICAL REACTION ENGINEERING/ MULTIPHASE SYSTEMS – University of British Columbia. The Department of Chemical Engineering of the University of British Columbia invites applications for a tenure-track appointment. The appointment is intended to be at the Assistant Professor level. Exceptional candidates may be appointed as an Associate Professor. This position will expand upon current expertise in chemical reaction engineering and multiphase systems related to chemical pulp/pulping technology and forest-based chemicals in the Pulp and Paper Industry. Applicants should have a PhD in Chemical Engineering or a closely related field and have strong commitment to high quality undergraduate and graduate teaching. Relevant industrial and teaching experience would be assets. Applicants should also either have, or be eligible to register with, the Association of Professional Engineers and Geoscientists of British Columbia. Registration is required within five years. The successful candidate must possess the skills, background and motivation needed to build an independent research program of international calibre that will complement current activities in the Department and the Pulp and Paper Industry and be relevant to current and future needs of the forest industry. This position is available as of July 1, 2011. Review of the applications will begin on January 1, 2011 and will continue until the position is filled.

■ BUSINESS, ECONOMICS & PUBLIC POLICY – York School of Business. The Richard J. LeFrak School of Business at York University is Canada's premier business school and is recognized worldwide for the quality of its management education and research. The School's major activities include a highly regarded MBA program and a unique undergraduate program, an established doctoral program in most major areas of management, and an expanding portfolio of programs for executives, including an Executive MBA delivered in Canada and Hong Kong. The School is internationally oriented in terms of curricula, research, faculty, and student exchange. The School seeks candidates for a Professor, Associate Professor, probationary tenure-track Assistant Professor or appointment as Visiting and Limited term appointment in the area of Business, Economics and Public Policy. This position is available to begin in July 2011. Applicants for a tenure-track appointment are expected to hold a doctorate degree or be close to completion. Candidates from different disciplines, including strategy, economics and political science will be considered. They will contribute to the group's research focus and publish in the highest quality academic and practitioner outlets. While all qualified candidates are encouraged to apply, those with research interests in the intersection between firms and their external institutional environment will be given priority, as will those with research interests in one of the following areas: business enterprise and/or MBA courses using a case study approach. The teaching focus of the group includes managerial economics, public policy, international business and non-market strategy. Links to practice through consulting and/or past work experience are an asset. Applicants for a Limited term appointment are expected to have significant teaching experience at the university level. Qualified candidates without a doctorate will have the rank of Lecturer. This position may be for up to 3 years and is tenure-track. An ability to teach the MBA and EMBA courses using a case study format is highly desirable. The ideal candidate will have developed and delivered specialized lecture courses. Visiting appointments will also be considered. This position is subject to budget approval. Applicants should have a PhD in a relevant field. Canadian citizens and permanent residents will be given priority. The Richard J. LeFrak School of Business and the University of Waterloo are committed to employment equity and welcome applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities. The closing date for applications is December 1, 2010; although applications accepted until the position has been filled. For information on how to apply, please visit our website at www.yorku.ca/academic/Carriers_Opps.htm, www.yorku.ca or email career_posts@yorku.ca.

C

■ CANADIAN LITERATURE (MODERN/ CONTEMPORARY CANADIAN LITERATURE) – University of British Columbia Okanagan. The Department of Critical Studies at the University of British Columbia's Okanagan campus invites applications for a tenure-track position in support of our English Program in the area of modern or contemporary Canadian Literature. A background in Canadian Poetry would be an asset. The appointment will be at the level of Assistant Professor and will begin on July 1, 2011. Candidates must have a PhD, an active research profile, and evidence of teaching experience. The successful candidate will be offered a wide range of teaching experiences within the English program, including introductory English courses, survey courses, as well as upper division and graduate courses in the area of special interest. The successful candidate will be expected to conduct and disseminate research in the area of specialization and to engage with the interdisciplinary nature of the Department of Critical Studies. Applicants with interdisciplinary strengths suitable to our other programs and disciplines are especially encouraged to apply. The English program at UBC's Okanagan campus, with 18 faculty members, is housed in the vibrant Faculty of Creative and Critical Studies. The Department of Critical Studies offers both discipline-based and interdisciplinary programs at the undergraduate and graduate level, including programs in Art History, Cultural Studies, English, French, and Spanish, along with courses in Japanese, German, and Ancient Languages. The college's learning environment focuses on effective teaching, integration of research, and a commitment to developing a locally involved and globally aware curriculum. Candidates are asked to submit a letter of application, complete curriculum vitae, statement of teaching philosophy, research plan, and the names of three referees to Dr. Robert Engstrom, Acting Head, Department of Critical Studies at the following address only: recruiting@ubc.ca. Candidates are responsible for ensuring that letters from the three referees are sent directly to the same address. Applications will

be reviewed starting December 15, 2010. UBC hires on the basis of merit and, being strongly committed to diversity within its community, especially welcomes applications from women, visible minority group members, aboriginal persons, persons with disabilities, persons of any sexual orientation or gender identity, and others who may contribute to the diversification of ideas. However, Canadians and permanent residents of Canada will be given priority. This appointment is subject to budgetary approval.

■ CHEMICAL REACTION ENGINEERING/ MULTIPHASE SYSTEMS – University of British Columbia. The Department of Chemical Engineering of the University of British Columbia invites applications for a tenure-track appointment. The appointment is intended to be at the Assistant Professor level. Exceptional candidates may be appointed as an Associate Professor. This position will expand upon current expertise in chemical reaction engineering and multiphase systems related to chemical pulp/pulping technology and forest-based chemicals in the Pulp and Paper Industry. Applicants should have a PhD in Chemical Engineering or a closely related field and have strong commitment to high quality undergraduate and graduate teaching. Relevant industrial and teaching experience would be assets. Applicants should also either have, or be eligible to register with, the Association of Professional Engineers and Geoscientists of British Columbia. Registration is required within five years. The successful candidate must possess the skills, background and motivation needed to build an independent research program of international calibre that will complement current activities in the Department and the Pulp and Paper Industry and be relevant to current and future needs of the forest industry. This position is available as of July 1, 2011. Review of the applications will begin on January 1, 2011 and will continue until the position is filled.

St. Thomas More College • University of Saskatchewan
TENURE-TRACK POSITIONS

St. Thomas More College (STM) is the Catholic liberal arts college federated with the University of Saskatchewan. In our mission statement, we affirm that "through our teaching we are devoted to a partnership of learning and growth with our students which addresses the synthesis of faith and reason in all aspects of the human condition. The creative discovery of truth and its open dissemination nourishes our faith as teachers and members of the wider academic and Catholic intellectual community." Departments of STM collaborate with University of Saskatchewan departments in offering undergraduate and graduate programs in the humanities and social sciences.

St. Thomas More College is currently engaged in a major faculty renewal program. We are accepting applications for the following tenure-track positions:

Psychology

The Department of Psychology at St. Thomas More College (STM) invites applications for a tenure-track position in Developmental Psychology at the rank of Assistant Professor, commencing July 1, 2011. The STM Department of Psychology works in collaboration with the University of Saskatchewan's Psychology Department to offer undergraduate and graduate programs (APA/CPA approved Clinical Psychology program, Applied Social Psychology program, Culture and Human Development program and the Basic Behavioral Sciences program).

The successful candidate will have completed a PhD in Developmental Psychology by the date of appointment. Training in clinical psychology will be considered an asset.

STM is committed to high-quality teaching and research. The successful candidate will be expected to supply a Teaching Dossier (including teaching philosophy, peer and student evaluations of teaching, courses taught, sample syllabi) as an indication of proven excellence. The successful candidate will be expected to teach introductory psychology alongside other content and laboratory courses in developmental psychology. Experience with community service learning will be considered an asset. Candidates will also be expected to develop on active, externally funded program of research, and to participate in collaborative teaching and research in an interdisciplinary environment (e.g., STM's Social Justice and the Common Good program).

Applicants must send a letter describing qualifications, curriculum vitae, three letters of reference, transcripts, and reprints of publications or a sample of academic writing to:

Dr. Tammy Marche, Head
Department of Psychology
St. Thomas More College
1437 College Drive
Saskatoon, SK, S7N 0W6
Email: tmarche@stmcollege.ca

The Search Committee will begin its review of applications on December 1, 2010, and will continue to review applications until the position is filled. Salary will be commensurate with qualifications and experience.

In accordance with Canadian Immigration requirements, these advertisements are directed in the first instance to Canadian citizens and permanent residents. St. Thomas More College is committed to diversity within its faculty. Women, Aboriginal people, people with disabilities, visible minorities and members of other designated groups are encouraged to self-identify on their application. Additional information about STM College and the University of Saskatchewan is available on the STM website (<http://www.stmcollege.ca>).

St. Thomas More College
1437 College Drive • Saskatoon • SK • S7N 0W6

Tenure-Track Position in 19th-Century British Literature
Department of English and Film Studies

The Department of English and Film Studies invites applications for a tenure-track appointment in English commencing July 1, 2011, subject to budgetary approval. We seek applicants with expertise in Nineteenth-Century British Literature with specialization in the Victorian Period. Additional expertise in Nineteenth-Century American Literature would be an asset. A PhD in English, teaching experience, and publications are required for this position. Assigned teaching duties will include undergraduate and graduate courses, including introductory English and major British author survey courses. Graduate teaching will include offering courses for the Department's MA and PhD programs.

Interested candidates should forward a letter of application, curriculum vitae, sample publications, a teaching dossier with summaries of course evaluations and course outlines, and the names and contact information, including email addresses, for three professional referees to: Dr. James Weldon, Chair, Department of English and Film Studies, Wilfrid Laurier University, 75 University Ave. West, Waterloo, ON N2L 3C5. E-mail: jweldon@wlu.ca. Complete applications and reference letters must be received January 28, 2011.

Wilfrid Laurier University is committed to employment equity and values diversity. We welcome applications from qualified women and men, including persons of all genders and sexual orientations, persons with disabilities, Aboriginal persons, and persons of all visible minority. Members of the designated groups must self-identify to be considered for employment equity. Candidates may self-identify, in confidence, to the Dean of the Faculty of Arts, Dr. Michael Carroll. Further information on the equity policy can be found at: http://www.wlu.ca/page.php?pg_id=2465&pg_id=10545. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

Religion and Culture

The Department of Religion and Culture at St. Thomas More College (STM), a Catholic college federated with the University of Saskatchewan, invites applications for a tenure-track position at the rank of Assistant Professor, commencing July 1, 2011. The STM Department has teaching needs in the history and teachings of Christianity, and is particularly interested in candidates with expertise in, and a willingness to develop courses in, Christianity and Ecology. The STM Department of Religion and Culture works in collaboration with the University of Saskatchewan's Religion and Culture Department in delivering undergraduate and graduate programs.

The successful candidate will have a completed PhD in a relevant area of study at the time of appointment. In addition, the ideal candidate should have a broad background in the history and teachings of Christianity. An ability and willingness to teach Introduction to World Religions, Science and Religion, Catholic Studies and/or Eastern Christianity will be considered an asset. The successful candidate will be expected to contribute to one or more of STM's distinctive programs, e.g., Catholic Studies, Social Justice and the Common Good, etc.

STM is committed to high-quality teaching and research. The successful candidate will be expected to supply a Teaching Dossier (including teaching philosophy, peer and student evaluations of teaching, courses taught, sample syllabi) as an indication of proven excellence. Candidates will also be expected to develop an active, externally funded program of research, and to participate in collaborative research in an interdisciplinary environment. Applicants must send a letter describing qualifications, a curriculum vitae, letters of reference from three referees, and transcripts, as well as a sample of academic writing to:

Dr. M.A. Beavis, Head
Department of Religion and Culture
St. Thomas More College
1437 College Drive
Saskatoon, SK, S7N 0W6
Email: mbeavis@stmcollege.ca

The Search Committee will begin its review of applications on February 15, 2011, and continue until the position is filled. The salary will be commensurate with qualifications and experience.

Sociology

The Department of Sociology at St. Thomas More College (STM) invites applications for a tenure-track position in Sociology of Family at the rank of Assistant Professor, commencing July 1, 2011. The STM Department of Sociology works in collaboration with the University of Saskatchewan's Sociology Department to deliver undergraduate and graduate programs.

The successful candidate will have a completed PhD in the area of Sociology of Family with the ability to teach undergraduate and graduate courses related to changing patterns of sex, marriage, family and kinship institutions within the contemporary social structure and on consequences and resulting trends from such structural changes. Special consideration will be given to candidates with a background in social justice, Canadian Studies and/or service learning. The ability to teach research methods (Qualitative and Quantitative) will be considered an asset.

STM is committed to high-quality teaching and research. The successful candidate will be expected to supply a Teaching Dossier (including teaching philosophy, peer and student evaluations of teaching, courses taught, sample syllabi) as an indication of proven excellence. Candidates will also be expected to develop on active, externally funded program of research, and to participate in collaborative teaching and research in an interdisciplinary environment.

Applicants must send a letter describing qualifications, curriculum vitae, three letters of reference, transcripts, and a sample of academic writing to:

Dr. Wilfrid Denis, Chair
Department of Sociology Search Committee
St. Thomas More College
1437 College Drive
Saskatoon, SK, S7N 0W6
Email: wdenis@stmcollege.ca

The Search Committee will begin its review of applications on January 10, 2011. Salary will be commensurate with qualifications and experience.

STM
ST. THOMAS MORE COLLEGE
University of Saskatchewan

CAREERS CARRIÈRES



THE
UNIVERSITY OF
BRITISH
COLUMBIA

Assistant Professor Applied Thermodynamics

The Department of Mechanical Engineering at the University of British Columbia seeks an outstanding individual for a tenure-track position at the Assistant Professor level in the broad area of Applied Thermodynamics (including, but not limited to, engines, fuel cells, other renewable energy systems, and green buildings). The starting date will be July 2011, or as soon as possible thereafter.

The ideal candidate will complement our existing strengths and develop an internationally recognized, externally funded research program. Applicants must have either demonstrated or possess a clear potential and interest in achieving excellence in teaching, and provide service to the University and community. Industrial experience is an asset. She/he will hold a Ph.D. degree or equivalent in Mechanical Engineering or a closely related field and will be expected to register as a Professional Engineer in British Columbia.

Further information on the department is available at www.mech.ubc.ca, and information on the employment environment in the Faculty of Applied Science is available at www.aps.ubc.ca/careers.

The University of British Columbia hires on the basis of merit and is committed to employment equity. UBC is strongly committed to diversity within its community and especially welcomes applications from women, visible minority group members, Aboriginal persons, persons with disabilities, persons of any sexual orientation and gender identity, and others who may contribute to further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will be given priority.

Applicants should submit a curriculum vitae, a statement (1-2 pages) of technical and teaching interests and accomplishments, and names and addresses (fax/e-mail included) of four referees. Applications should be submitted online at <http://hr.ubc.ca/careers/faculty.html>.

The closing date for applications is **January 15, 2011**. Please do not forward applications by e-mail.

DEPARTMENT OF MECHANICAL ENGINEERING

tion is filled. Applications, including a curriculum vitae, a short statement of teaching and research interests, and the names and addresses of at least three referees, can be submitted online at <http://hr.ubc.ca/careers/faculty.html>. The University of British Columbia hires on the basis of merit and is committed to employment equity. All qualified persons are encouraged to apply; however, Canadians and permanent residents of Canada will be given priority. UBC is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, persons of any sexual orientation or gender identity, and others who may contribute to the further diversification of ideas. The Department of Chemical and Biological Engineering offers programs leading to the Bachelor of Applied Science (BASc) degree in Chemical Engineering and to the Bachelor of Applied Science (BASc) degree in Chemical and Biological Engineering. Graduate programs leading to the degrees of MEng, MSc, and PhD are offered in several important areas of chemical engineering, including fluidization, pulp and paper, biotechnology, environmental engineering, biomedical engineering, thermodynamics, transport phenomena, electrochemical engineering, polymer processing, catalysis and process control. The Department has close connections with UBC interdisciplinary centres, such as the Clean Energy Research Center, the Michael Smith Laboratories, the Advanced Materials and Process Engineering Laboratory, and the Pulp and Paper Centre. Details about the Department and its current research programs are available at <http://www.ubc.ca/mech>.

■ **CHEMISTRY** — McGill University. Applications are invited for a tenure-track Assistant Professor position in Green Chemistry. Applicants must have a PhD degree with excellent academic record, proven research ability, and a strong commitment to teaching. The successful candidate will be expected to teach undergraduate and graduate courses and to establish a vigorous research program. All candidates must register online at <http://www.chemistry.mcgill.ca/greensearch> and send hard copies of a curriculum vitae, three research proposals, a statement of teaching experience and interests, and arrange to have at least three letters of recommendation sent to: Green Chemistry Search Committee, Department of Chemistry, McGill University, 801 Sherbrooke St. West, Montreal, Quebec, H3A 2K6, CANADA. Review of applications will begin immediately. The expected start date is July 1, 2011. Salary will be negotiable, according to qualifications and experience. Information about McGill University and the Department of Chemistry may be found on our Website at <http://www.chemistry.mcgill.ca>. All qualified applicants are encouraged to apply; however, in accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. McGill University is committed to equity in employment and diversity. It welcomes applications from indigenous peoples, visible minorities, persons with disabilities, women, persons of minority sexual orientations and gender identities and others who may contribute to further diversification.

■ **COMPUTER SCIENCE (LECTURER)** — University of Waterloo. The David R. Cheriton School of Computer Science at the University of Waterloo is seeking a Lecturer to assume a mix of teaching and advising duties. The ideal candidate will have excellent teaching abilities, strong interpersonal skills, the ability to relate well to students seeking advice, an ability to work cooperatively with other team members, and an ability to assimilate, analyze, and manage the details associated with our various undergraduate degree programs. A master's degree in computer science or a related discipline is required, and a doctorate is preferred; candidates are also expected to have some teaching experience. Successful candidates may be eligible for reappointment to additional terms, and those demonstrating outstanding performance in teaching and service may be considered for an ongoing appointment as a Continuing Lecturer. With over 70 faculty members, the University of Waterloo's David R. Cheriton School of Computer Science is the largest in Canada. It enjoys an excellent reputation in pure and applied research and houses a diverse research program of international stature. Because of its recognized capabilities, the School attracts and employs highly qualified students at both undergraduate and graduate levels. In addition, the University has an enlightened intellectual property policy which vests rights in the inventor — this policy has encouraged the creation of many spin-off companies including Anywhere Solutions Inc., Maplesoft Inc., Open Text Corp., and Research In Motion. Please see our web site for more information: <http://www.cs.uwaterloo.ca>. To submit an application, please register at the submission site: <http://www.cs.uwaterloo.ca/faculty/recruiting>. Once registered, instructions will be provided regarding how to submit your application. Although applications will be considered as soon as possible after they are complete and as long as a position is available, full consideration is assured for those received by November 30. Salary will be competitive and commensurate with experience. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. ■ **COMPUTER SCIENCE (TENURED & TENURE-TRACK)** — University of Waterloo. Applications are invited for several positions in computer science: (a) Up to two senior, tenured David R. Cheriton Chairs in Software Systems are open for candidates with outstanding research records in software systems (very broadly defined). Successful applicants will be acknowledged leaders in their fields or have demonstrated the potential to become such leaders. These positions include substantial research support and teaching reduction. (b) One tenured or tenure-track position is open in the area of Health Informatics, including, but not limited to, healthcare IT, medical informatics, and biomedical systems. The successful applicant will help develop a new graduate degree program in health informatics. (c) One other tenured or tenure-track position is available for excellent can-

Assistant Professor

Faculty of Medicine, Department of Physiology
Spinal Cord Research Centre

Located in the thriving, multicultural city of Winnipeg, the University of Manitoba offers students and faculty a vibrant learning community, exceptional facilities and the chance to explore ideas, challenge assumptions and turn theory into reality. Our researchers are among the best in the world, finding new ways to protect the environment, improve human health, advance technology and strengthen communities in Canada and beyond. With more than 30,000 students, faculty, and staff, and over 90 degree programs, the University of Manitoba plays a key role in the social, cultural, and economic well-being of our community and our world.



The Department of Physiology at the University of Manitoba invites applications for a full-time five-year contingent position at the rank of Assistant Professor in the area of neuromotor control. Position #10674

Scholars who can complement existing faculty research strengths within the Spinal Cord Research Centre (<http://www.scr.umanitoba.ca>) are encouraged to apply. All areas of research related to neuromotor control will be considered. However, candidates with prior experience and research goals related to an understanding of spinal cord reflex and locomotor systems using *in vivo* electrophysiological investigations are strongly encouraged to apply.

Evaluation of applications will begin immediately. Applicants can apply in writing or by e-mail to Dr. David McCrea (dave@scr.umanitoba.ca).

Full details are available at <http://umanitoba.ca/employment/academic>

One university.
Many futures.



UNIVERSITY
OF MANITOBA

L'Université de Moncton sollicite des candidatures pour le poste suivant :

VICE-RECTRICE ADJOINTE OU VICE-RECTEUR ADJOINT (ENSEIGNEMENT)

FONCTIONS : Sous l'autorité du vice-recteur à l'enseignement et à la recherche, la personne titulaire du poste voit entre autres à l'application et à l'interprétation des règlements universitaires, en consultation avec le vice-recteur à l'enseignement et à la recherche; assure le lien entre la Commission de l'enseignement supérieur des provinces maritimes (CESPM) et l'Université de Moncton; coordonne les activités relatives à l'appréciation et à l'évaluation des programmes de l'Université; voit au bon fonctionnement du Service d'appui et de soutien à l'enseignement (SASE) en collaboration avec la personne responsable; voit à la valorisation de l'enseignement au sein de l'Université; siège sur plusieurs comités au niveau de l'Université et assume la présidence de la réunion des vice-doyennes et des vice-doyens; a sous sa responsabilité immédiate le Bureau de l'enseignement coopératif et le Service d'appui et de soutien à l'enseignement.

De façon générale, la personne titulaire assume, en plus, la responsabilité ponctuelle de plusieurs dossiers que lui délègue le vice-recteur à l'enseignement et à la recherche. Elle est également appelée à remplacer le vice-recteur à l'intérieur et à l'extérieur de l'Université de Moncton.

EXIGENCES : La personne qui désire présenter sa candidature doit être titulaire d'un diplôme de troisième cycle ou d'une formation universitaire équivalente et avoir une expérience substantielle en enseignement universitaire et des habiletés éprouvées en gestion de programmes d'études. Elle doit posséder de l'expérience et des habiletés en recherche. Elle doit maîtriser la langue française, tant à l'oral qu'à l'écrit, et posséder une connaissance fonctionnelle de l'anglais.

MANDAT : Le mandat est d'une durée de cinq ans, à temps plein, débutant le 1^{er} juillet 2011.

FERMETURE DU CONCOURS : Les candidatures doivent être reçues au Vice-rectorat à l'enseignement et à la recherche avant le 26 novembre 2010.

Les personnes intéressées à postuler sont priées de faire parvenir un curriculum vitae complet et, aux fins de référence, les coordonnées de trois personnes, au Comité consultatif de sélection de la vice-rectrice adjointe ou du vice-recteur adjoint (enseignement), à/s de M. Neil Boucher, vice-recteur à l'enseignement et à la recherche, Université de Moncton, 18, avenue Antoinette-Maillet, Moncton (N.-B.) E1A 3E9. Téléphone : 506 858-4112; télécopieur : 506 858-4096; courriel : neil.boucher@umoncton.ca.

L'Université de Moncton, fondée en 1963, est un établissement d'enseignement supérieur de langue française en milieu acadien. Avec ses trois campus situés à Edmundston, à Moncton et à Shippagan, elle offre des programmes d'études aux trois cycles universitaires dans plusieurs disciplines. Plus de 5 000 étudiantes et étudiants provenant de partout au Canada et de l'étranger la fréquentent. Pour de plus amples renseignements sur l'Université et ses programmes d'études, vous êtes invité à consulter le site Internet www.umoncton.ca.



UNIVERSITÉ
DE MONCTON

Campus de Moncton

L'Université de Moncton souscrit à l'exigence d'équité en matière d'emploi. Conformément aux exigences relatives à l'immigration au Canada, ce concours s'adresse aux citoyens et citoyens canadiens ainsi qu'aux personnes ayant obtenu le droit d'établissement au Canada.



BRANDON
UNIVERSITY
Founded 1899

"Something
Special"

Contact:
Dr. Scott Grills
Vice-President
(Academic & Research)
Brandon University
270 18th Street
Brandon, Manitoba
Canada R7A 6A9
E-mail: vp_ar@brandonu.ca
Phone: (204) 727-7455
Fax: (204) 728-7340

For more
information visit:
www.brandonu.ca

Associate Vice-President (Research) and Dean of Graduate Studies

Brandon University is a leader in providing high quality education to over 3,500 full- and part-time students in arts, sciences, education, music, and health studies. Based in southwestern Manitoba, Brandon University also offers pre-professional and Masters programs, as well as innovative and award-winning outreach programs in a personalized learning environment.

Brandon University seeks a dynamic, innovative and respected leader to serve as the University's first Associate Vice-President (Research) and Dean of Graduate Studies. The A.V.P./Dean will report to the Vice-President (Academic & Research) and will serve on the President's Administrative Council. The A.V.P./Dean will be an accomplished scholar with a strong record of external research funding. He/she will have significant experience in research administration and collaborative leadership and will be committed to fostering excellence in research and graduate studies. He/she will lead the newly established Faculty of Graduate Studies and will support existing graduate programs (in Arts, Education, Health Studies and Music) and the development of new programs. The successful candidate will work closely with the granting councils (SSHRC, NSERC, CIHR), represent the University federally and provincially and contribute to a growing research culture.

Qualifications: Ph.D. and professional experience appropriate for tenured appointment at the rank of associate or full professor are required.

Application Deadline: January 15th 2011 or until position is filled.

Start Date: July 1st 2011 or upon the availability of the successful candidate.

Term of Appointment: Five years (renewable).

Salary: Commensurate with qualifications and experience.

Please send a letter of application, a CV and the names/addresses of three references.

We thank all applicants for their interest and effort in applying for this position and advise that only candidates selected for interviews will be contacted. Short listed candidates will be expected to provide copies of credentials at time of interview. All qualified candidates are encouraged to apply, however Canadians and permanent residents will be given priority.

CAREERS CARRIÈRES

andidates in any computing area, but highest priority will be given to candidates specializing in systems software (operating systems, distributed systems, networks, etc.) and information systems (e-commerce systems, enterprise resource planning systems, business intelligence, etc.). Successful applicants who join the University of Waterloo are expected to be leaders in research, have an active graduate student program, and contribute to the overall development of the School. A PhD in Computer Science, or equivalent, is required, with evidence of excellence in teaching and research. Rank and salary will be commensurate with experience, and appointments are expected to commence during the 2011 calendar year. With over 70 faculty members, the University of Waterloo is David R. Chertoff School of Computer Science is the largest in Canada. It enjoys an excellent reputation in pure and applied research and houses a diverse research program of international stature. Because of its recognized capabilities, the School attracts exceptionally well-qualified students at both undergraduate and graduate levels. In addition, the University has an enlightened intellectual property policy which vests rights in the inventor – this policy has encouraged the creation of many successful companies including Anywhere Solutions Inc., MapInfo Inc., Open Text Corp., and Research In Motion. Please see our web site for more information: <http://www.cs.uwaterloo.ca>. To submit an application, please register at the submission site: <http://www.uwaterloo.ca/faculty-recruiting>. Once registered, instructions will be provided regarding how to submit your application. Although applications will be considered as soon as possible after they are complete and as long as positions are available, full consideration is assured for those received by November 30. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

E

ECONOMICS – University of Waterloo. The Department of Economics at the University of Waterloo seeks to fill three tenure-track or tenure positions. At least two of these positions will be at the professor or associate professor level. Candidates must possess a record of publication in major journals and evidence in research supervision. The Department will consider all candidates, particularly those whose fields include the theory, econometrics or international trade/finance. All candidates must demonstrate excellence of the potential for excellence as teachers. The University of Waterloo encour-

ages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified individuals are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Qualified candidates should complete an online application: <http://artsonline.uwaterloo.ca/OFAS/ECON>. Applications should be addressed to Dr. John Burridge, Chair, Department of Economics, University of Waterloo, 200 University Avenue West, Waterloo, ON, N2L 3G1. The Department will begin the interview process 1 November 2010, and will continue that process until the positions are filled.

ECONOMICS – Saint Mary's University. The Sobey School of Business at Saint Mary's University invites applications for a tenure-track appointment in the Department of Economics at the Assistant Professor rank. The appointment will commence July 1, 2011, subject to final budgetary approval. Candidates are expected to have completed, or be near completion of, a PhD in economics, and have excellent qualifications for teaching and research. Although all sub-disciplines of economics will be considered, preference will be given to candidates with research and/or teaching experience in International finance, money and banking, or development economics. Saint Mary's is a public university with approximately 8,500 students, offering a variety of undergraduate and graduate degrees. The Sobey School of Business, accredited by AACSB, is housed in a facility fully compatible with the latest advances in information technology. With 70 full-time faculty and an enrolment of approximately 2,500 full and part-time students pursuing BComm, MBA, EMBA, Master of Finance, Master of Management and PhD degrees, it is the largest and most comprehensive business school in Atlantic Canada. In addition to being nationally known for its excellence in undergraduate teaching, the School has also established an outstanding research record and a reputation for international outreach. For information about the University and School, please see www.sobey.smu.ca. Applicants must submit their applications by email to one of the three email addresses given above. Please submit only Adobe Acrobat PDF documents and include a curriculum vitae, a summary of previous research and proposed new directions, and a statement of teaching philosophy and interests. Applications should be received by January 15, 2011. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. All affected candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

ELECTRICAL & COMPUTER ENGINEERING

University of Toronto. The Edward S. Rogers Sr. Department of Electrical and Computer Engineering at the University of Toronto invites applications for faculty positions, starting July 1, 2011. In the following three areas: 1. Systems Control. Applications are welcomed from outstanding candidates in all areas of systems control, including candidates whose research is interdisciplinary in nature. Applications for this position should be addressed to Professor Manfred Magdon, Chair of the Systems Control Search Committee, and sent to ControlSearch@ece.utoronto.ca. 2. Electromagnetics. Research areas of particular interest include: biomedical applications of electromagnetic waves, microwave devices with emphasis on nanoscale effects, novel electromagnetic materials, microwave circuit integration/packaging, RF MEMS, remote sensing and radars. Applications for this position should be addressed to Professor George Eleftherides, Chair of the Electromagnetics Search Committee, and sent to EMSearch@ece.utoronto.ca. 3. Electrical Energy Systems. Research areas of particular interest include: power system dynamics, power system automation, protection, integration of renewable energy sources/storage, and other emerging technologies within the scope of power systems. Applications for this position should be addressed to Professor Peter Lehn, Chair of the Energy Systems Search Committee, and sent to EnergySearch@ece.utoronto.ca. Successful candidates are expected to pursue excellence in research and teaching at both the graduate and undergraduate levels, and must have (or be about to receive) a PhD in the relevant area. The ECE department ranks among the top 10 in North America. It attracts outstanding students, has excellent facilities, and is ideally located in the middle of a vibrant, artistic, and diverse metropolitan city. The department offers competitive salaries and start-up funding, and faculty members have access to significant Canadian operational and infrastructure research grants. Additional information on the department can be found at www.ece.utoronto.ca. Applicants must submit their applications by email to one of the three email addresses given above. Please submit only Adobe Acrobat PDF documents and include a curriculum vitae, a summary of previous research and proposed new directions, and a statement of teaching philosophy and interests. Applications should be received by January 15, 2011. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. All affected candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.



McGill

Schulich School of Music
École de musique SchulichAssistant/Associate Professor in Piano
Department of Performance

The Schulich School of Music is the largest and most renowned university-based professional training program in Canada, and an international leader in music creation and performance, and for research in music and sound. A Faculty of McGill University, one of the top research-intensive universities in the world, the Schulich School is also home to the Centre for Interdisciplinary Research in Music Media and Technology (CIRMMT).

The Department of Performance invites applications for a tenure track position in Piano at the rank of Assistant or Associate Professor, beginning in the academic year 2011-2012.

Duties:

Studio performance instruction, teaching and advising at the graduate and undergraduate levels, chamber music coaching, committee work, and development of curriculum offerings at all levels. Continuation of an active performing / research career is assumed.

Qualifications:

Doctorate or equivalent professional international recognition is expected with a broad range of repertoire interests and knowledge as well as previous advanced level teaching at post-secondary institutions. Involvement in the current piano and musical scene, organizational and interpersonal skills will also be considered.

Application deadline:

- Review of applications begins immediately. Those received by November 15, 2010 will be given full consideration. Applications will be accepted until the position is filled.
- Interviews will be scheduled in Winter 2011.
- Appointment starts August 2011 (initial 3-year tenure track appointment).

Applicants should submit a CV, a recording of recent performances showing a mixed selection of repertoire (CD or DVD), and should arrange to have three letters of reference on letterhead (including referees' contact information) sent to:

Professor Jean Lesage

Chair, Department of Performance

Schulich School of Music of McGill University

555 Sherbrooke St. West,

Montreal, QC H3A 1E3, Canada.

Phone: (514) 398-4542

Fax: (514) 398-1540

Email: chair.musicperformance@mcgill.ca

The position is subject to final budgetary approval. Salary commensurate with qualification and experience.

All qualified applicants are encouraged to apply; however, in accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. McGill University is committed to equity in employment and diversity. It welcomes applications from indigenous peoples, visible minorities, ethnic minorities, persons with disabilities, women, persons of minority sexual orientations and gender identities and others who may contribute to further diversification.

www.mcgill.ca
UNIVERSITY OF
ALBERTA
EDMONTON ALBERTA CANADA
www.careers.ualberta.ca

Academic Clinical Gastroenterologist

The University of Alberta, Division of Gastroenterology, invites applications for an Academic Clinical Track Gastroenterologist.

The University of Alberta has been ranked amongst the top 100 teaching and research universities in the world serving over 37,000 students with more than 15,000 faculty and staff. The university has an annual budget in excess of \$1 billion and attracts significant external research funding.

The Faculty of Medicine & Dentistry is one of Canada's premier health education institutions and has been internationally recognized as among the world's top 50 medical schools. The Division of Gastroenterology in the Department of Medicine currently has 20 MO members and is one of the largest GI and hepatology centers in Canada. It manages a leading-edge research program involving 45 graduate and undergraduate students, over 3 million dollars in basic and clinical research funding annually and has developed the Center of Excellence in Gastrointestinal Inflammation and Immunity Research. As a major referral centre, the Division of Gastroenterology at the University of Alberta Hospital has a highly specialized consultation and advanced therapeutic endoscopy facility, a state-of-the-art in-patient unit and highly skilled gastroenterologists, hepatologists and gastrointestinal scientists.

The GI Division is recruiting for an academic clinical gastroenterologist to be involved in our inpatient ward, consultation and outpatient GI clinic service. The expected start date will be July 1, 2011 or sooner if

available. The job will involve approximately 70-80% clinical work with the remainder spent on teaching, scholarly activities and research. Based on experience and evidence of research productivity the research component of the job can be increased. Depending on the successful candidate's experience and/or current University rank, the academic rank will be at the level of assistant, associate or full professor. This position will be part of the Clinical Track Alternative Funding Plan, which offers a very competitive remuneration package with excellent benefits.

Candidates must hold an MD or equivalent with completed training in Gastroenterology and must be eligible for licensure within the Province of Alberta. They must have obtained the Royal College of Physicians and Surgeons Fellowship in Gastroenterology or equivalent. Experience with ERCP's will be considered an asset.

Interested candidates should submit a letter of application and a current curriculum vitae outlining their clinical experience and possible research interests to:

Dr. Sander Veldhuyzen van Zanten, Director,

Division of Gastroenterology.

To apply online visit www.careers.ualberta.ca

Dr. S. Veldhuyzen van Zanten
Divisional Director Gastroenterology
2-14A Ziedler Ledcor Centre
University of Alberta
Edmonton, Alberta, T6G 2X8
vanzanten@ualberta.ca

Alberta's
50
years

Western Dean of Science

The University of Western Ontario invites nominations and applications for the position of Dean of Science. The appointment, for an initial five-year term, begins July 1, 2011.

One of Canada's leading universities in both research and teaching, The University of Western Ontario in London, Canada is a diverse and collaborative community of nationally and internationally celebrated scholars. Western's 12 faculties and three Affiliated University Colleges offer more than 200 undergraduate, 69 Masters and 45 Doctoral programs, including 13 interdisciplinary or collaborative programs. Total enrolment is more than 35,000 full-time equivalent undergraduate, graduate and professional students. For additional information, please visit: www.uwo.ca

The Faculty of Science offers BSc, MSc and Doctoral degrees across eight departments (Applied Mathematics, Biology, Chemistry, Computer Science, Earth Sciences, Mathematics, Physics & Astronomy, and Statistical & Actuarial Sciences). A unique BMSc program is offered in collaboration with the Schulich School of Medicine and Dentistry. With over 360 faculty and staff, 3,800 undergraduate and 600 graduate students – and some of Canada's most innovative research facilities and centres – the Faculty offers a module-style of study to undergraduates, and affords graduate students the exciting opportunity to engage in the process of finding solutions to real world research problems.

The Dean will lead the Faculty in articulating a long-range plan to position Western Science as a destination of choice for excellence in research and teaching in Canada. The ideal candidate to champion this vision will possess outstanding academic credentials, a distinguished and internationally recognized research record, and proven leadership and administrative abilities. A strong commitment to excellence in research, education, and community outreach, and a focus on the student experience, are hallmarks of the successful candidate. A strategic and innovative leadership style and excellent communication and interpersonal skills are essential.

The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, Aboriginal people and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

Consideration of candidates will begin in November 2010. Nominations, applications and expressions of interest should be submitted in confidence to the address shown below.

Janet Wright & Associates Inc.
174 Bedford Road, Suite 200
Toronto, Ontario M5R 2K9
westernsci@wasearch.com



Janet Wright & Associates Inc.

Senior-level recruitment for the public and not-for-profit sectors

www.wasearch.com

**MEMORIAL
UNIVERSITY**

Canadian citizens and permanent residents of Canada. All applications must be submitted by December 1, 2010. For further information contact Dr. St. Jerome's University, visit www.sju.ca.

ENVIRONMENT & RESOURCE STUDIES – University of Waterloo. Department of Environment and Resource Studies (ERS), University of Waterloo, invites applications for a tenure-track position at the Assistant Professor level in the area of environmental

CAREERS CARRIÈRES

Invites: 1. Assessing the theoretical foundations and practical implications of progress toward a sustainable society, and application of this analysis as a broad context for specific work; 2. Understanding socio-ecological interactions as dynamic complex systems vulnerable to being over-stressed by human and alternative social arrangements, including institutions and tools of governance, as means of improving human wellbeing and environmental responsibility; 3. In addition to an undergraduate programme that admits over 300 students annually, the department offers a master's by thesis and doctoral degrees (combined admission of about 24 students annually). The University of Waterloo offers many opportunities for collaboration. ERS is part of the Faculty of Environment, which also includes four other academic departments (www.environment.uwaterloo.ca). The Faculty is distinguished by interdisciplinary in its commitment to undergraduate and graduate education, strong research activity, and community outreach. ERS has important ties with the University's new Water Institute (<http://water.uwaterloo.ca>), an interdisciplinary hub that facilitates innovative research, education, and training on sustainable use and management of water resources in Canada and around the world. ERS is also an active participant in UW's Centre for Ecosystem Resilience and Adaptation, Interdisciplinary Centre on Climate Change, the Waterloo Institute for Community and Innovation, and the Waterloo Institute for Sustainable Energy. Applicants should have a PhD or equivalent, an active sustainable research program in the social aspects of water resources that is relevant to the department's transdisciplinary approach to environmental studies, a record of publication in relevant peer-reviewed journals, and a demonstrated commitment to high quality teaching at all levels. He or she will supervise undergraduate and graduate thesis work. Applicants should submit a letter of application stating career objectives, approach to learning and teaching, and research interests. Applicants must include with the letter of application a current curriculum vitae, names and addresses of four referees. The letter of applications will begin in January 2011. The application should be sent to: Ms. Lydia Connolly, Administrative Assistant, Department of Environment and Resource Studies, University of Waterloo, Waterloo, Ontario, N2L 3G1. Direct enquiries to Connolly at telephone: 519-888-4567 ext. 32784, fax: 519-746-0292, or connolly@uwaterloo.ca. Salary range will be commensurate with qualifications and experience. Appointment will be effective January 1, 2012. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and individuals with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

ETUDES FRANÇAISES – Université de Waterloo. Le Département d'Études Françaises de l'Université de Waterloo sollicite des candidatures pour un poste de professeur (à temps plein), membre du personnel et agent pour de l'entrée en fonction le 1er juillet 2011. Le/La candidat(e) sélectionné(e) doit avoir un doctorat en études françaises, avec spécialisation en littérature et culture québécoises. Les candidats doivent avoir de l'expérience dans le domaine de l'Étude des nouveaux médias ou faire preuve d'intérêt pour l'utilisation de l'informatique en sciences humaines. Les candidats doivent avoir une excellente maîtrise du français et une connaissance adéquate de l'anglais. La personne choisie devra contribuer aux efforts de recherche du département et enseigner des cours au niveau des 1er, 2e et 3e cycles. Par son très grand sens de l'innovation, l'Université de Waterloo offre un milieu extrêmeement favorable au développement professionnel et personnel. Composante de la Faculté des Arts, le Département d'Études Françaises de l'Université de Waterloo attache beaucoup d'importance à l'excellence en recherche et en enseignement. Prière de faire parvenir directement, avant le 15 décembre 2010, une lettre d'intention, un curriculum vitae, trois lettres confidentielles de recommandation, et tout document relatif à vos réalisations dans l'enseignement à l'adresse suivante: M. Guy Poitier, Directeur, Département d'Études Françaises, Université de Waterloo, Waterloo, Ontario, Canada, N2L 3G1. Téléphone: (519) 725-0554. Courriel: poitier@uwaterloo.ca. Tous les candidats qualifiés sont invités à soumettre leur candidature; cependant, priorité sera accordée aux citoyens canadiens et/ou résidents permanents du Canada. L'Université de Waterloo encourage les candidatures de toutes les personnes qualifiées, y compris les femmes, les membres de minorités, les autochtones et les personnes handicapées. L'attribution de ce poste dépendra des fonds disponibles.

FINANCE – University of Western Ontario. The Richard Ivey School of Business is Canada's premier business school and is recognized worldwide for the quality of its management education and research. The School's major activities include a highly regarded MBA program and undergraduate program as well as established doctoral programs active in most major areas of management as well as an expanding portfolio of programs for executives, including executive appointments, MBA degree in Canada and Hong Kong. The School is internationally oriented and offers a curriculum designed to meet the needs of students and employers. The School seeks candidates for Professor, Associate Professor, professorial Assistant, and Associate Professor and Limited Term appointments in the area of Finance. These positions are available to begin in July 2011. Applicants for the Professor and Associate Professor appointments must have a PhD in Finance or a related field. Exceptional candidates will be considered for a Chair appointment (www.ivey.uwo.ca/indirectchairs). The ideal candidate will be an established scholar with a strong publication and teaching record who links to the program through executive education, consulting experience and/or past work experience. While all qualified candidates are encouraged to apply, those with interests in investments and corporate finance will be given priority consideration, as will those with research overlap with the School's Cross-Enterprise research centers. (<http://www.ivey.uwo.ca/cel/centres.htm>). Applicants for a professorial (tenure-track) Assistant/Associate

Professor appointment are expected to hold a doctorate degree or be close to completion. A successful candidate will show excellent potential in both research and teaching. Qualifications will include a demonstrated interest in and capacity to do publishable research, and a strong desire to excel in the teaching of undergraduates, MBAs and PhDs. Applicants for a Limited Term appointment are expected to hold a PhD in Finance or a related field and to have significant teaching experience at the university level. Qualified candidates without a doctorate will have the rank of Lecturer. This appointment may be for up to 3 years and is potentially renewable. Candidates to teach undergraduate and graduate courses using a case/discussion format is highly desirable. An ideal candidate will have the ability to develop and deliver specialized elective courses in the undergraduate and graduate programs. Visiting appointments will also be considered. Positions are subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The Richard Ivey School of Business and the University of Western Ontario are committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities. Submission deadline is December 31, 2010, although applications will be accepted until the position has been filled. For information on how to apply and for additional information about Ivey, please visit our websites at www.ivey.uwo.ca/faculty/Career_Opportunities or www.ivey.uwo.ca/cel/centres.htm. Email: hr@positions.ivey.uwo.ca.

FINANCE – Brock University, RESPONSIBILITIES: The Faculty of Business, Brock University, is seeking a candidate for a two-year tenure-track or tenured position in Finance at the Assistant, Associate, or Full Professor level commencing July 1, 2011, subject to final budgetary approval. The position will be based upon qualifications and experience. JOB QUALIFICATIONS: Qualifications for consideration include a PhD in Finance (completed or near completion) and a demonstrated commitment to excellence in teaching and research. The successful candidate must have exceptional research potential and the ability to teach effectively in undergraduate and graduate courses. Applicants in all areas of Finance will be considered. ABOUT THE SCHOOL: The Faculty of Business consists of four departments, namely, the Department of Finance, Operations and Information Systems has 21 full-time faculty members. The Faculty, which has approximately 50 full-time faculty members, offers a Bachelor of Business Administration (BBA) degree and a Bachelor of Accounting (BAC) degree, both with a co-op option. In addition, the Faculty offers a Master of Science program in Finance, a Master of Accountancy with specialized courses in Finance, and an MBA program with specializations in several functional areas including Finance. The Faculty of Business is accredited by AACSB International. Brock University is located in St. Catharines, Ontario. In the heart of the scenic Niagara peninsula, approximately one hour's drive from the city of Toronto and 40 minutes from Buffalo, New York. A stable manufacturing base in addition to expanding sectors such as wine-making, tourism and horticulture provides for a dynamic high growth area with an exceptional range of professional and recreational opportunities. More information on Brock University can be found at the University's website www.brocku.ca. APPLICATION PROCEDURE: Brock University is committed to a positive action policy aimed at reducing gender imbalance. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Brock University is actively committed to diversity and the principles of Employment Equity and invites applications from all qualified candidates. Women, Aboriginal people, members of visible minorities, and people with disabilities are especially encouraged to apply and self-identify voluntarily as a member of a designated group as part of their application. Candidates who wish to have their application considered as a member of one or more designated groups should include a completed Self-Identification Form with their application. The form is available at http://www.brocku.ca/welcom_send129. Electronic submissions are welcome, or alternatively paper documents. Applicants should forward their letter of interest, curriculum vitae, a sample of recent writing papers or publications, teaching evaluations (if available), and three references to: Dr. Skander Lazrak, Dept of Finance, Operations, and Information Systems, Faculty of Business, Brock University, St. Catharines, Ontario, Canada, L2S 3A1. E-mail: skander@brocku.ca. FMA: Yes. AFA: Yes. APPLICATION DEADLINE: Consideration of candidates will begin on December 15, 2010 and will continue until the positions are filled.

FINE ARTS (PRINT MEDIA) – University of Waterloo. The Department of Fine Arts at the University of Waterloo invites applications for a tenure-track position at the rank of Assistant Professor in Print Media. Applicants should have a strong background in the theory and practice in printmaking, and a desire to pursue extended approaches in Print Media appropriate to cross-disciplinary research practice. The successful candidate will have a thorough understanding of contemporary theoretical and critical issues, and a demonstrated ability to integrate this knowledge into studio teaching at both the undergraduate and graduate levels. In addition to teaching printmaking, the successful candidate will have a demonstrated ability to teach contemporary critical issues and to take on other studio disciplines such as drawing, sculpture or digital imaging. Interest and ability to supervise graduate students in studio research will contribute to the pedagogy of the Graduate Seminar will be considered important assets. We are seeking a person with the energy, enthusiasm and vision to explore cross-disciplinary interaction with other faculties and departments. Applicants should have an active artistic practice of national or international significance. Commitment to excellence in teaching, collegiality and a willingness to contribute to the community and ongoing evolution of the department are equally important qualities. The Department of Fine Arts offers a collegial atmosphere in a small, vibrant department within a renowned, innovative university. While the primary focus of the department is in Stu-

dio Art, we offer full degree programs in Art History and Film Studies. The Waterloo Region is a culturally active community and home to a number of institutions including: Kitchener Waterloo Art Gallery, Perimeter Institute for Theoretical Physics, Cambridge Galleries and the Canadian Clay and Glass Gallery. Applicants must hold an MFA, PhD or equivalent and possess an established exhibition record in addition to a record of teaching experience at the post-secondary level. Applicants should include in their response: 1. A teaching philosophy statement (one page); 2. A statement of research interests (one page); 3. A short (one page) statement on the current state of printmaking as it relates to the broader field of contemporary art practice; 4. CV detailing educational and teaching experience; 5. A portfolio of 15 slides or images (please review submitting digital material on our web site <http://www.finearts.uwaterloo.ca/digitalportfolio.html>); 6. The names and contact information of at least three persons who may be contacted regarding the candidate's qualifications. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. The appointment is subject to final budgetary approval. Please send hard copy applications only, to: Professor Bruce Taylor, Chair, Department of Fine Arts, East Campus Hall, University of Waterloo, 200 University Ave. Waterloo, ON, N2L 3G1. The department will begin reviewing applications beginning November 19, 2010 and will continue to accept applications until the position is filled.

FRENCH STUDIES – University of Waterloo. The Department of French Studies invites applications for a tenure-track position at the assistant professor level, commencing July 1, 2011. The successful candidate will hold a PhD in French literature, with a specialization in Québec literature and culture. Candidates should display an interest or experience in humanities computing and New Media Studies. Candidates must have a native or near-native knowledge of French and a good command of English. Duties will include the teaching of graduate and undergraduate courses, and participation in departmental research and outreach initiatives. As Canada's most innovative university, the

FAST & EASY
SUBMIT ADS VIA EMAIL
ADS@CAUT.CA

Schulich
MEDICINE & DENTISTRY

Western

Schulich School of Medicine & Dentistry | The University of Western Ontario

Tier 2 Canada Research Chair in Chemical Biology

THE SCHULICH SCHOOL OF MEDICINE & DENTISTRY AND THE FACULTY OF SCIENCE AT THE UNIVERSITY OF WESTERN ONTARIO (UWO), ONE OF CANADA'S LEADING RESEARCH INTENSIVE UNIVERSITIES, SEEK APPLICANTS FOR A TIER 2 CANADA RESEARCH CHAIR IN CHEMICAL BIOLOGY.

In accordance with the regulations set for Tier 2 Canada Research Chairs (www.chairs-chaires.gc.ca/home-accueil-eng.aspx), the candidate will be an excellent emerging researcher who has demonstrated research creativity and innovation, and the potential to achieve international recognition in the field of Chemical Biology within the next five to ten years. The Candidate must propose an original and innovative research program of high quality which would attract excellent trainees, students and future researchers.

The Tier 2 CRC will be expected to establish an independent, externally funded research program in the area of Chemical Biology that will promote integration and synergy with existing areas of research strength in Proteomics & Protein Structure, Genomics & Bioinformatics, and/or Materials & Biomaterials within the Schulich School of Medicine & Dentistry and the Faculty of Science at UWO. Priority will be given to candidates with a strong record of productivity in chemical biology and interests in translational research. The candidate will have access to state-of-the-art facilities including the London Regional Proteomics Centre (www.lrpc.uwo.ca), the London Regional Genomics Centre (www.lrgc.ca) and the Western Nanofabrication Facility (<http://www.uwo.ca/fab/>). Furthermore, there will be excellent opportunities for collaboration with basic and clinical researchers at UWO and affiliated research institutes.

The successful applicant will hold a PhD or an M.D., or equivalent, and will be a tenure track appointment at the position of Assistant Professor or at an Associate Professor level if qualifications and experience warrant. The appointment will be made by the Department of Biochemistry of Schulich School of Medicine & Dentistry and the Department of Chemistry of the Faculty of Science, with the opportunity for a cross-appointment to an appropriate Clinical Department, and an appointment as Scientist at the Robarts Research Institute and Lawson Health Research Institute.

With full time enrollment of about 32,000, The University of Western Ontario graduates students from a range of academic and professional programs. Further information about the Schulich School of Medicine & Dentistry can be found at www.schulich.uwo.ca, the Faculty of Science at www.uwo.ca/sci/ and/or at www.uwo.ca. Western's Recruitment & Retention Office is available to assist in the transition of successful applications and their families.

Please send a detailed curriculum vitae, a brief description of current research program, accomplishments, and future plans, copies of representative publications, and the names of three references to: Dr. Victor Han, Associate Dean, Research, Schulich School of Medicine & Dentistry, Room 3730-2, Clinical Skills Building, The University of Western Ontario, London, Ontario CANADA, N6A 3C1; heather.frankling@schulich.uwo.ca. Applications will be accepted until the position is filled. Review of applicants will begin after November 1, 2010.

Positions are subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.



UNIVERSITY OF MANITOBA

TAKE THE NEXT STEP IN YOUR DISTINGUISHED LEGAL CAREER

Founded in 1877, the University of Manitoba is Western Canada's first university. Proudly serving more than 27,000 students annually, the University offers over 90 degrees in professional and graduate programs, and is home to a wide range of research centres and institutes. With roots going back to 1885, the Faculty of Law serves over 300 students, offering programs of study leading to the LL.B. and LL.M. degrees. Inspire and lead this historic faculty as...

DEAN OF LAW

Reporting to the Vice President (Academic) and Provost, you will take responsibility for strategic leadership of the Faculty of Law, articulating and implementing the vision for its future direction. Working collaboratively with 22 academic staff, foster an environment of commitment to excellence in teaching and student success, as well as to creativity, innovation, and interdisciplinarity in programming. Strategically manage resources, cultivate relationships, and exercise your fundraising drive to build on the momentum of this diverse, dynamic Faculty.

Along with a legal career distinguished by its significant record of achievement in an academic setting or in the profession, you bring to this opportunity exceptional skills as a communicator and administrator, as well as the proven ability to engage, build consensus, and forge strong bonds with students, the profession, the academy, and the community. All responses to the Caldwell Partners are confidential. Please indicate your interest in Project 9319 through the "Executive Opportunities" section of www.caldwell.ca or by e-mail to resumes@caldwell.ca. Further information about the Faculty can be obtained at www.umanitoba.ca/law/.

THE CALDWELL PARTNERS

Los Angeles • San Francisco • Vancouver • Calgary • Dallas • Chicago • Toronto • Seaford • New York



Schulich
MEDICINE & DENTISTRY



Western

Schulich School of Medicine & Dentistry | The University of Western Ontario

CAREERS CARRIÈRES

University of Waterloo offers tremendous opportunities for professional and personal development. Within the Faculty of Arts, the Department of French Studies at the University of Waterloo is dedicated to excellence in research and teaching at both the undergraduate and graduate levels. Applications, including a cover letter, curriculum vitae, three confidential letters of recommendation, and evidence of successful teaching, should be sent directly, no later than December 15, 2010, to: Dr. Guy Porter, Chair, Department of French Studies, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. Fax: (519) 725-0554. Email: porter@uwaterloo.ca. All qualified applicants are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. The appointment is subject to the availability of funds.

G

■ GEOTECHNICAL ENGINEERING – University of Waterloo. The Department of Civil & Environmental Engineering at the University of Waterloo invites outstanding individuals to apply for a tenure-track position in the area of Geotechnical Engineering at the rank of Assistant or Associate Professor. Candidates are sought with a strong background in numerical simulation, rock mechanics, physical modelling or testing, soil

structure interaction, or material characterization. The successful candidate must complement the Geotechnical Engineering and Geomechanics Research Group which presently includes faculty with interests in micro-mechanics, geomechanics, analysis and design of buried infrastructure, geospatial characterization, non-destructive testing, catastrophic landslides, geohazards, and geo-environmental engineering. Applicants with a PhD in Civil Engineering or a closely related field will be considered. Applicants should be eligible for Professional Engineering registration in the Province of Ontario. Applicants must have a demonstrated ability or have clear potential for excellence in teaching and research. Industrial experience is desirable but not a requirement. The successful applicant is expected

to have excellent communication skills, to be able to supervise graduate students and secure research funding, and to teach undergraduate and graduate courses in a wide range of geotechnical subjects. These include soil mechanics, foundation engineering, numerical modelling, and earth structures engineering. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native peoples and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Interested candidates are invited to submit a detailed curriculum vitae, a statement of career objectives, and the names, addresses, email addresses, telephone and fax number of at least three references. Send to: Professor Neil R. Thomson, Chair, Department of Civil & Environmental Engineering, University of Waterloo, Waterloo, Ontario, N2L 3G1. Further information is provided at the department web site (<http://www.civil.uwaterloo.ca/>). Applications will be considered at any time until the position is filled.

H

■ HUMAN ANATOMY & PHYSIOLOGY – Wilfrid Laurier University. The Faculty of Science invites applications for a tenure-track appointment within the areas of health sciences and biomedical sciences at the Assistant or Associate Professor level beginning July 1, 2011, subject to budgetary approval. Applicants should have a PhD, evidence of commitment to and superior ability in teaching, an active program of research with strong potential for external funding, and a commitment to graduate student training. The successful candidate will have teaching experience in the area of human anatomy and physiology, with the ability to teach a variety of other health-related undergraduate courses (e.g. biology, biochemistry,

epidemiology, chronic disease management, vulnerable populations, introductory health, and research methods) being a definite asset. In addition, his or her research program should be closely aligned with the field of health or the biomedical sciences. The successful candidate will initially join one of the existing departments within the Faculty of Science, specifically, whichever of Biology, Chemistry, Kinesiology & Physical Education or Psychology is most closely aligned with his or her academic background. However, (s)he will contribute primarily to the teaching and development of Health Sciences courses, and, particularly if hired at the Associate Professor rank, will have the opportunity to provide leadership and direction to this new and rapidly growing program. Applicants should send a curriculum vitae, copies of recent publications, a statement of current and prospective research interests, a summary of teaching experience and interests, and contact information (address, telephone, and email) for at least three referees to: Dr. Rick Elliott, Associate Dean, Faculty of Science & Program Coordinator for Health Sciences, Wilfrid Laurier University, Waterloo, Ontario, Canada, N2L 3C5; (email: relliot@uwaterloo.ca). Applications will be accepted until February 15, 2011, or until the position is filled. Applicants can learn more about the Honours BSc Program in Health Sciences at: <https://www.uwaterloo.ca/healthsciences/program.php?cat=1&id=803&pe=1584&n=365&y=44>, in accordance with Canadian immigration requirements. Canadian citizens and permanent residents will be given first consideration. Wilfrid Laurier University is committed to equity and values diversity. We welcome applications from qualified women and men, including persons of all genders and sexual orientations, persons with disabilities, Aboriginal persons, and persons of a visible minority. Applicants from these designated groups must self-identify, in confidence, to the Dean of the Faculty of Science, Dr. Paul Jessop (pjessop@uwaterloo.ca) to be considered for employment equity. All qualified candidates

are encouraged to apply; however, Canadians and permanent residents will be given priority. Only those applicants selected for an interview will be contacted.
■ HUMAN OSMIPLACEMENT & INTERNATIONAL MIGRATION (CNC) – University of Western Ontario. The Department of Anthropology invites applications for a Tier I Canada Research Chair in Human Displacement and International Migration. The candidate must hold a PhD obtained within the last ten years, and will be an outstanding emerging scholar who has demonstrated innovation with the potential to achieve international recognition within five to ten years. The candidate must propose an original research program that will attract funding and excellent graduate students. The competition is open to both Canadian and international candidates. Various forms of human displacement have triggered both voluntary and involuntary migration at an international scale and are matters of broad public concern and scholarly interest. We seek a researcher whose work sheds light on both theoretical and ethnographic lenses on the processes driving such migration and the consequences of such movement. The ideal candidate will mobilize established strengths in our specialization on Borders, Identities and Mobility and be well positioned to participate in local, national and international research networks. For more information on the department, see <http://anthropology.uwo.ca/about.html>. The successful candidate will hold a Probationary (tenure-track) appointment at the rank of Assistant or Associate Professor, as qualifications and experience warrant, with a starting date of January 1, 2012 or later. She or he will be expected to establish a competitive research program and to participate in teaching and supervision at the undergraduate and graduate levels. Appointment to a faculty position will be conditional on the selected candidate applying for and being awarded a Canada Research Chair. The candidate will work in conjunction with the Office of Research Services to develop a pro-



BRANDON UNIVERSITY
Founded 1899

"Something Special"

Contact:

Dr. Scott Gillis
Vice-President
(Academic & Research)
Brandon University
270-18th Street
Brandon, Manitoba
Canada R7A 6A9
E-mail: vp_ar@brandonu.ca
Phone: (204) 727-7455
Fax: (204) 728-7740

For more information visit:
www.brandonu.ca

University Librarian

Brandon University is a leader in providing high quality education to over 3,500 full- and part-time students in arts, sciences, education, music, and health studies. Based in southwestern Manitoba, Brandon University also offers pre-professional and Masters programs, as well as innovative and award-winning outreach programs in a personalized learning environment.

The new University Librarian will be an experienced and dynamic leader. His/her commitment to the modern university library as a student-centered research environment with a crucial role to play in student retention will inspire professional librarians and library staff to deliver an excellent educational experience to students. She/he will promote innovation in all aspects of the library's key functions. The University Librarian will strengthen the additional key role of the library in supporting faculty and graduate student research. The successful candidate will continue to raise the profile of the library within the university and with external constituencies. She/he will support and sustain the existing cohesive, collegial and dynamic work environment. Reporting to the Vice-President (Academic and Research), the University Librarian serves as a member of the senior administrative team, is a member of the Senate and the President's Administrative Council. The ideal candidate will be a respected professional librarian eligible for a senior, tenured appointment.

Qualifications: An MLS/MLIS or equivalent (Ph.D. preferred) and at least 5 years relevant experience.

Application Deadline: January 31st, 2011 or until position is filled.

Start Date: July 1st, 2011 or upon the availability of the successful candidate.

Term of Appointment: Five years (renewable).

Salary: Commensurate with qualifications and experience.

Please send a letter of application, a CV and the names/addresses of three references.

We thank all applicants for their interest and effort in applying for this position and advise that only candidates selected for interviews will be contacted. Short listed candidates will be expected to provide copies of credentials at time of interview. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.



www.careers.ualberta.ca

Faculty of Nursing - Tenure Track Faculty Positions

The Faculty of Nursing is seeking outstanding researchers and educators for tenure-track positions. Rank will be commensurate with experience, but we are primarily looking for newer scholars.

We are a vibrant community with a rich history. Ranked as one of the top nursing schools in Canada and the largest in the country, the Faculty is home to four Canada Research Chairs and a Nursing Research Chair in Aging and Quality of Life. Research programs center around our four Areas of Excellence – Health Systems, Chronicity, Health Equity, and Nursing Pedagogy, Philosophy and History. In addition, the Faculty is committed to supporting a high quality teaching environment through our Teaching and Learning Office and a focus on global health issues, including Aboriginal nursing, through our Global Nursing Office. To learn more about what the Faculty of Nursing can offer you, please visit us at www.nursing.ualberta.ca.

Qualified applicants will hold a PhD and are registered/eligible for registration as a nurse with the College and Association of Registered Nurses of Alberta. We are particularly interested in receiving

applications from new and mid-career academics who are seeking opportunities to develop a strong program of research and teaching expertise. We are also seeking doctorally prepared Nurse Practitioners and Aboriginal nurse scholars. Applications from those fluent in a second language are also welcomed as the Faculty has a strong program of internationalization and a French/English bilingual undergraduate program.

If you are interested in becoming part of our team and sharing your expertise and leadership in pushing Nursing's boundaries in teaching, research and practice, you are invited to submit your curriculum vitae, a statement outlining research interests and major contributions, reprints of at least two representative research papers, a teaching dossier, and the names of three referees to the address below.

To apply online visit:
www.careers.ualberta.ca

Dr. Anita Molzahn, Dean
Faculty of Nursing
3rd floor, Clinical Sciences Building
Edmonton, AB T6G 2G3

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.



QUEEN'S UNIVERSITY
Kingston, Ontario, Canada

Tenure Track Positions in Business

QUEEN'S SCHOOL OF BUSINESS is inviting applications for two tenure track entry level positions: one in Organizational Behaviour/Human Resources, and one in Management Science/Operations Management. Candidates must have a PhD (or be near completion). Applicants must exhibit (or show potential for) high innovative scholarly research and for outstanding teaching contributions in support of the School's various programs.

COMPENSATION: Salary will be commensurate with qualifications and experience. Appointees have access to substantial internal funds both for research and course development through Queen's School of Business Research Program and the Faculty Development Fund.

INSTITUTION: Queen's University has a long and rich tradition of academic excellence, dating back to a royal charter granted by Queen Victoria in 1841. Queen's School of Business is one of the world's premier business schools, with an outstanding reputation for innovation and quality. Our MSc and PhD programs in Management attract highly qualified research-oriented students in seven different fields of study. Our undergraduate Commerce program has among the highest entrance standards in Canada and is widely viewed as the country's best undergraduate business program. Queen's has gained international recognition for its MBA and executive education programs. In 2008 BusinessWeek magazine ranked the full-time Queen's MBA #1 outside the U.S. for the third consecutive time. Queen's Executive MBA is ranked #1 in Canada

and #23 in the world by BusinessWeek, and the Financial Times (UK) has ranked Queen's open enrollment executive education programs among the top 25 in the world since 2000. Queen's School of Business is home to Centres focused on business venturing, corporate social responsibility, knowledge-based enterprises and corporate governance. More information is at: business.queensu.ca.

This is an international search, open to candidates of all nationalities. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents. Queen's University is committed to employment equity and diversity in the workplace and welcomes applications from women, visible minorities, aboriginal people, persons with disabilities, and persons of any sexual orientation or gender identity. The academic staff at Queen's University are governed by a Collective Agreement between the Queen's University Faculty Association (QUFA) and the University, which is posted at: qufa.ca. The appointments are subject to final budgetary approval.

The effective date of the appointment will be July 1st, 2011, but is flexible. Applicants should submit a cover letter, current CV, three letters of recommendation, teaching evaluations and a sample publication, thesis proposal or completed thesis, electronically to: deansoffice@business.queensu.ca

Dr. Brent Gallupe
Associate Dean, Faculty – Queen's School of Business
143 Union Street, Room 346 – Goodes Hall
Kingston, Ontario K7L 3N6

www.business.queensu.ca

CAREERS CARRIÈRES

posals to be submitted with the Chair nomination to the CRC Secretariat in 2011. See the CRC website for information about the Program: <http://www.chairs-chaires.gc.ca/>. Review of applications will commence on January 1, 2011. But applications will be accepted until the position is filled. Applicants must include a covering letter and curriculum vitae, copies of up to three publications, the names and contact details (including email addresses and phone/fax numbers) of three referees, and a statement explaining how your background, experience and research qualify you for this position. The application should be sent to: Don Jorgensen, Chair, Department of Anthropology, The University of Western Ontario, London, ON, Canada, N6A 5C2. Email: anthrochair@uwo.ca. Positions are subject to budgetary approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, Aboriginal people and persons with disabilities.

INDUSTRIAL ORGANIZATION/STRATEGY
— University of Toronto Scarborough. The Department of Management at the University of Toronto Scarborough (UTSC) invites applications from qualified candidates for a tenure stream position at the rank of Assistant Professor. The appointment will be effective July 1, 2011. Preference will be given to candidates who perform research in industrial organization or strategy. Applicants must have a PhD at the time of appointment or be very close to completion. The successful applicant will be expected to establish an innovative, externally funded research program and to demonstrate excellence in undergraduate and graduate teaching. Salary will be commensurate with qualifications and experience. The successful candidate will join the Industrial-Organization and Strategy Department at the University of Toronto Scarborough and will have a graduate appointment in the Rotman School of Management. Additional information on the department can be found at <http://www.utoronto.ca/~mgmt/> and the Rotman School of Management <http://www.rotman.utoronto.ca/index.htm>. Interested candidates are encouraged to apply on line at <http://www.jobs.utoronto.ca/jobs.htm> (Internet Explorer and PC required; Job Number 1000893). Please ensure that you include a letter of application, curriculum vitae, a statement of teaching and research interests, and a list of three references by November 15, 2010 to: Dr. Finnie Boddy, Director, School of Information Studies, McGill

University, 3661 Peel St. Montreal, Quebec, Canada, H3A 1S1. Tel: 514-398-3362; FAX: 514-398-7193; Email: france.boddy@mcgill.ca; Web: <http://www.mcgill.ca/sis>.
IRISH STUDIES — Concordia University. Over the past several years, Concordia Irish Studies has developed significantly as a multidisciplinary area of study at Concordia University, culminating in the creation of the School of Canadian Irish Studies in 2009. The School offers Minor and Certificate programs in Canadian Irish Studies, sponsors a prestigious annual lecture series, hosts Visiting Scholars, provides scholarships to undergraduate and graduate students, presents an Irish Studies Seminar Series, organizes various community-outreach events, and will host International conferences in 2011 (Canadian Association for Irish Studies and 2012 International Association for the Study of Irish Literatures). In September 2011, the School is planning to introduce a Major in Canadian Irish Studies. The School now invites applications for one tenure-track position in any period of Irish literature and/or the Literature of the Irish Diaspora. The ideal candidate will have a completed PhD, a strong research and teaching profile, a demonstrated multidisciplinary approach to his/her own subject as well as a broad interdisciplinary conceptualization of Irish Studies. In addition to teaching courses in Irish Literature, the successful candidate will be expected to play a central role in the further expansion of Irish Studies at Concordia University. We anticipate filling this position, at the rank of Assistant Professor, for July 1, 2011. Applications must consist of a cover letter, a current curriculum vitae, copies of recent publications, a statement of teaching philosophy/interests, a statement of research achievements, and evidence of teaching effectiveness. Candidates must also arrange to have three letters of reference sent directly to Dr. Michael Kennedy, Principal, School of Canadian Irish Studies, Concordia University, 1455 de Maisonneuve Blvd W, Montreal, QC, H3G 1M6. Email: michael.kennedy@concordia.ca. Applications should reach the School no later than December 6, 2010. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents of Canada will be given priority. Concordia University is committed to employment equity.

K
KINESIOLOGY (COGNITIVE NEUROSCIENCE)
— University of Waterloo. Applications are currently being accepted for a tenure-track position at the Assistant Professor level in the Department of Kinesiology (www.kinesiology.uwaterloo.ca) beginning after January 1, 2011. The successful candidate must have expertise in a field related to cognitive neuroscience as it relates to human movement. Areas of research focus may include, but are not limited to: motor control, motor learning, exercise and movement influences on cognition, perception-action coupling and motor-cognitive development. Applicants with a fundamental research focus including healthy and pathological populations are welcome. Those with clinical expertise are encouraged to apply, though such experience is not absolutely necessary. Potential candidates are expected to have a strong portfolio of scholarly research including peer-reviewed publications, and evidence of potential for excellence in teaching related to human neuroscience, motor learning, motor control, and/or neuropsychology of movement. In addition to advancing a personal research program, candidates will have the opportunity to work as part of a multidisciplinary team engaged in research in basic and applied human neuroscience. Research opportunities exist not only within the Department of Kinesiology but also within the Faculty of Applied Health Sciences and its multiple health research centres, including the Schlegel Research Institute for Aging. Duties include research, teaching at the undergraduate and graduate level, and supervising graduate students. Salary range will be commensurate with qualifications and experience. Applications will be considered until this position is filled. Applications, consisting of a statement of research interest and teaching experience, a curriculum vitae, and the names and affiliations of three referees should be sent electronically to the attention of: Professor J.W.E. Rush, Chair, Department of Kinesiology, University of Waterloo, Waterloo, Ontario, N2L 3G1, Canada (sent via email to: Mrs. Ruth Gooding, Executive Assistant to the Chair: gooding@uwaterloo.ca). Applicants should also arrange for the three indicated referees to provide letters of reference directly to the same electronic address prior to the closing date for applications. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.
KINESIOLOGY (MUSCULOSKELETAL BIOMECHANICS) — University of Waterloo. Applications are currently being accepted for a tenure-track position at the Assistant Professor level in the Department of Kinesiology (www.kinesiology.uwaterloo.ca) beginning after January 1, 2011. The successful candidate must have expertise in a field related to musculoskeletal biomechanics, such as kinesiology, physiology, medicine, rehabilitation, ergonomics and/or engineering. Areas of expertise may include, but are not limited to,

located in the heart of Toronto, the largest and most culturally diverse city in the country. Ryerson University is committed to diversity, equity and inclusion. The University is known for innovative programs built on the integration of theoretical and practical oriented learning. Our undergraduate and graduate programs are distinguished by a professionally focused curriculum and strong emphasis on excellence in teaching, research and creative activities. Ryerson is also a leader in adult learning, with the largest university-based continuing education school in Canada.

RYERSON UNIVERSITY

DIRECTOR, SCHOOL OF URBAN AND REGIONAL PLANNING

The School of Urban and Regional Planning offers a professionally accredited four-year undergraduate program to approximately 366 students. The School has a master's program accredited by the Canadian Institute of Planners, with the first graduating class in June 2010. The School is a significant contributor to planning education in Canada. It is particularly known for the quality of its applied approach to professional planning education, centred on vibrant studio-based teaching and learning, with a passionate commitment to urban vitality and community engagement. Additional information about the School can be found at www.ryerson.ca/surp/.
In this five-year term appointment, commencing July 1, 2011 and incorporating a tenure-stream position, the Director will champion the School's mission in city-building and sustainable community development. The Director is responsible for providing academic and administrative leadership, including the management of the human and financial resources of the School, curriculum planning, program development, and community engagement. The successful candidate will have demonstrated leadership abilities and effective management skills, coupled with an ability to support the development of scholarships, and a deep commitment to, and respect for the student experience, which is central to the University's mission.
The successful candidate must have a degree in Planning, a PhD in Planning or a related field, or a combination of academic and professional qualifications that is equivalent, and must be a tenured faculty member, or be eligible for tenure upon appointment. Current membership (or a demonstrated capacity to attain a membership) in the Canadian Institute of Planners, an established reputation in the professional community, an excellent record of scholarly research and/or influential practice, and teaching experience in one of the core curriculum areas are also required. Teaching experience in a studio setting will be an asset.
Please forward your cover letter, detailed curriculum vitae and the names and addresses of three referees, by November 15, 2010, to: Usha George, PhD, Professor and Dean, Faculty of Community Services, Ryerson University, 350 Victoria Street, Room SHE-697, Toronto, Ontario, M5B 2K3. The position will remain open until filled.
This position falls under the Ryerson Faculty Association (www.ryerson.ca/~rfa) jurisdiction. For details on the Ryerson Faculty Association Collective Agreement and the University's RFA Benefits Summary, please visit www.ryerson.ca/hr/working/docs/rfa_collective_agreement_09.pdf and www.ryerson.ca/hr/working/etoolkit/benefits/rfa/ respectively.
Ryerson University has an employment equity program and encourages applications from all qualified individuals, including Aboriginal peoples, persons with disabilities, members of visible minorities and women. Members of designated groups are encouraged to self-identify. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.



UNIVERSITY OF MANITOBA

Dean, Faculty of Pharmacy

The University of Manitoba invites nominations, applications and expressions of interest for the position of Dean, Faculty of Pharmacy.

Located in Winnipeg, the University of Manitoba is a uniquely comprehensive medical/doctoral institution with 24 faculties and schools, serving over 27,000 students. The University stimulates over \$1.8 billion in economic activity in the province, and is a leader in Manitoba's knowledge economy. To learn more about this remarkable university, please visit: www.umanitoba.ca.

Built upon a strong foundation of pharmacy education within the province, the Faculty of Pharmacy is characterized by its teaching expertise at both the undergraduate and graduate levels, collaborative research programs, and practice partnerships in the health sciences. The Faculty is housed in the new Apotex Centre, with state-of-the-art laboratories and research services, and in close proximity to the other health sciences faculties and to a large tertiary health care centre. The Faculty of Pharmacy has approximately 200 undergraduate students and a small, but thriving graduate program. Its annual operating budget is \$3.7M, and research funding is in excess of \$1M.

Reporting directly to the Vice-President (Academic) and Provost, the Dean will provide strong and innovative leadership within the faculty, promote collaboration with other faculties, and work with all stakeholders to champion health system innovation.

Candidates must possess proven leadership and administrative abilities, a distinguished record of teaching and scholarship, and a demonstrated commitment to excellence in education and research. Candidates must also demonstrate qualities for leadership in the profession and be committed to working closely with national and provincial professional pharmacy organizations.

Review of candidates will begin in late November 2010, with the appointment of the new Dean expected to take place July 1, 2011. Please respond in confidence to the address shown below.

The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

Janet Wright & Associates Inc.
174 Bedford Road, Suite 200
Toronto, Ontario M5R 2K9
umapharm@wasearch.com

Janet Wright & Associates Inc.
Senior-level recruitment for the public and not-for-profit sectors
www.jwa-search.com

University of Regina

Faculty Positions Available

The University of Regina is a university on the move, striving for excellence in its innovative academic, research, and community service pursuits. The University is building on its strengths and looking to the future in areas as diverse as culture and heritage, energy and environment, informatics, health, and social justice. It enjoys constructive relationships with three federated colleges, with all levels of government, and with business, research, and community partners. With more than 12,000 students, and over 2,500 permanent and casual faculty and staff, and an operating budget of \$112 million, the University of Regina is committed to being a great place to study and work.

FACULTY OF ARTS

Tenure-Track Positions
In Justice Studies (1), Anthropology (1), and Economics (1)

FACULTY OF BUSINESS ADMINISTRATION

Tenure-Track Position
Assistant Professor in Finance (1)

FACULTY OF SCIENCE

Tenure-Track Positions
In Statistics (1), and Actuarial Science (1)

For detailed descriptions on these positions, please visit www.uregina.ca/hr/careers

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Regina is committed to achieving a representative workforce and qualified diversity group members are encouraged to self-identify on their applications

University of Regina

University of Regina
3737 Wascana Parkway
Regina, Saskatchewan S4S 0A2
www.uregina.ca

details on the Ryerson
www.ryerson.ca/teaching/
cluding Aboriginal peoples,
to self-identify. All qualified

ENGINEERING | ARCHITECTURE | SCIENCE

CAREERS CARRIÈRES

Scientific and Technological Literacy is available online at <http://philosophy.uwaterloo.ca/wolfechar.html>.

POLITICAL SCIENCE (CHINESE POLITICS)
University of Waterloo. Applications are being accepted for a tenure-stream assistant or tenured associate professor in the field of Chinese politics, political economy

and the emerging role of China in the world. The competition will close Feb. 1, 2011, or when the position is filled. The successful candidate will have a completed PhD and be able to teach courses at the graduate and undergraduate levels. The UW Department of Political Science is home to several rapidly expanding graduate programs in political sci-

ences, global governance and public service. The ideal candidate will play a key role in departmental graduate expansion, particularly in the areas of China's political and economic emergence in global affairs. The successful candidate will be expected to develop an active, externally-funded research program and to collaborate in the academic life

of the department. Excellence in teaching is also expected and the candidate will supply a teaching dossier, including teaching philosophy, peer and/or student evaluations, and course syllabi. The completed application must contain all of the following information: a letter of application describing qualifications and the proposed research pro-

gram; curriculum vitae; teaching dossier; three letters of reference; and a sample of academic writing. Salary will be commensurate with qualifications and experience. Applications should be forwarded to: Richard Nutbrown (email: nutbrown@uwaterloo.ca), Chair, Department of Political Science, University of Waterloo, 200 University Ave W, Waterloo, Ontario, Canada, N2L 3G1 on or before February 1, 2011. All qualified applicants are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

POLITICAL SCIENCE (DIRECTOR, MASTERS OF PUBLIC SERVICE)—University of Waterloo. The University of Waterloo invites applications for Director, Masters of Public Service. The Masters of Public Service is a new professional graduate program designed to prepare recent university graduates for entry level positions in the federal, provincial, Aboriginal and regional/municipal public service. The ideal candidate will be appointed at the rank of Associate or Assistant Professor, commencing as early as January 1, 2011, or when the position is filled. The Director will be responsible for all academic and administrative requirements of the program, including active participation and liaison with senior public servants in the organization and assessment of an eight-month internship program. The successful candidate will have a completed PhD in Political Science, Public Administration or related degree and be able to teach courses on the history and structure of Canadian policy-making institutions, public policy analysis and public administration. The UW Department of Political Science in association with the Dean of Arts Office is the current home of the new Masters of Public Service. The successful candidate will be expected to develop an active research program and to collaborate in the academic life of the Arts Faculty. Excellence in teaching is expected and the ideal candidate will supply a teaching dossier, including teaching philosophy, peer and/or student evaluations, and course syllabi. The completed application must contain all of the following information: a letter of application describing qualifications and areas of research; curriculum vitae; teaching dossier; three letters of reference, and a sample of academic writing. Salary will be commensurate with qualifications and experience. Applications should be forwarded to: Richard Nutbrown, Chair, Department of Political Science, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, Canada, N2L 3G1 on or before January 1, 2011. All qualified applicants are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

POLITICAL SCIENCE (POLITICS & PUBLIC ADMINISTRATION)—Ryerson University. Located in the heart of Toronto, the largest and most culturally diverse city in the country, Ryerson University is committed to diversity, members of visible minorities, native peoples, and persons with disabilities.

POLITICS & PUBLIC ADMINISTRATION—Ryerson University. Located in the heart of Toronto, the largest and most culturally diverse city in the country, Ryerson University is committed to diversity, members of visible minorities, native peoples, and persons with disabilities. The University is known for innovative programs built on the integration of theoretical and practically oriented learning. Our undergraduates and graduate programs are distinguished by a professionally focused curriculum and strong emphasis on excellence in teaching, research and creative activities. Ryerson is also a leader in adult learning, with the largest university-based continuing education school in Canada. The Department of Politics and Public Administration (www.ryerson.ca/politics) invites applications for one tenure-stream position, rank open, but with preference for a candidate eligible for appointment at the rank of Associate or Full Professor. The appointment will be effective August 1, 2011, subject to final budgetary approval. In addition to contributing to Canada's first and only interdisciplinary PhD program in Policy Studies, the Department delivers an MA program in Public Policy and Administration, a BA program in Public Administration and Governance (which includes two Certificates and off-site delivery through two groundbreaking partner ships), and a post-baccalaureate Certificate in Public Administration and Leadership. Many faculty also participate actively in a variety of other interdisciplinary endeavours through graduate and undergraduate programs and Continuing Education Certificates. The Department is housed in the Faculty of Arts, the vibrant and rapidly-expanding home of many social science and humanities disciplines, as well as considerable interdisciplinary teaching and research. Candidates must have an earned PhD in Political Science or a related social science discipline, and a substantial record of research and teaching that will contribute to the research profile of the Department and to the ongoing success of its undergraduate and graduate programs. In addition to having a commitment to high-quality undergraduate education, the successful candidate will be expected to take an active role in the PhD



Schulich School of Medicine and Dentistry
The University of Western Ontario | London Health Sciences Centre
St. Joseph's Health Care London

Chair/Chief, Department of Medicine

THE SCHULICH SCHOOL OF MEDICINE & DENTISTRY, THE UNIVERSITY OF WESTERN ONTARIO (UWO), LONDON HEALTH SCIENCES CENTRE (LHSC) AND ST. JOSEPH'S HEALTH CARE LONDON, INVITE APPLICATIONS/NOMINATIONS FOR THE POSITION OF CHAIR/CHIEF OF THE DEPARTMENT OF MEDICINE.

The Department of Medicine is the largest department within the Schulich School of Medicine & Dentistry at the University of Western Ontario. The Department has 175 full time members representing fifteen academic divisions and is responsible for more than 30 million dollars in annual research expenditures. In addition to undergraduate trainees, the Department has postgraduate, and fellowship training programs which oversee nearly 200 trainees. Department researchers are active in both clinical and basic research at the hospitals and their affiliated research institutes, including the Lawson Health Research Institute and Robarts Research Institute. The Department has strategically focused on academic excellence in research through the creation of programs such as the Program of Experimental Medicine (POEM) and centres of excellence in translational and patient oriented research as well in medical education and innovation. Many are world-leaders in their fields of research. The hospitals, which have a total of 1100 inpatient beds on 4 sites, provide a full range of inpatient and ambulatory services to the city of London and Southwestern Ontario with active outreach programs in patient care, research and teaching.

The Chair/Chief of the Department of Medicine is a key leader in the academic and clinical programs of the London teaching hospitals and The University of Western Ontario, whose vision and direction will be vital to its commitment to excellence in patient care, education and research. The successful applicant will have experience and expertise in a senior medical leadership role and a track record of a high level of accomplishment in research, patient care, teaching, and academic leadership. The successful candidate must be an accomplished clinician with FRCP(C) certification (or equivalent) and eligible for licensure in the Province of Ontario, and will hold an academic appointment, rank and contractual arrangements will commensurate with experience and qualification.

Details about the Schulich School of Medicine & Dentistry can be found at www.schulich.uwo.ca; The University of Western Ontario at www.uwo.ca; London Health Sciences Centre at www.lhsc.on.ca; and St. Joseph's Health Care at www.sjhc.london.on.ca.

Please send detailed curriculum vitae, letter of application, and the names and addresses of three references to: Dr. Gillian Kernaghan & Dr. Michael Strong, c/o Heather Frankling, Schulich School of Medicine & Dentistry, Room 3720, Clinical Skills Building, The University of Western Ontario, London, Ontario N6A 4V2; heather.frankling@schulich.uwo.ca. Applications will be accepted until the position is filled. Review of applicants will begin after November 1, 2010.

Positions are subject to budget approval. Applicants should have fluent written and oral communications skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario, London Health Sciences Centre and St. Joseph's Health Care London are committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.



EDWARDS SCHOOL OF BUSINESS UNIVERSITY OF SASKATCHEWAN

Tenure Track and Limited Term Positions

The Edwards School of Business, University of Saskatchewan is seeking faculty in several areas, effective July 1, 2011.

Tenure Track Positions

Applicants are invited for tenure-track positions at the Assistant/Associate/Full Professor rank in the following areas:

- Accounting
- Finance
- Human Resources
- Management
- Marketing
- Operations Management

Candidates who hold or are near completion of a Ph.D. in one of these areas are encouraged to apply. We also encourage mid and late career faculty to apply. Salaries are commensurate with qualifications.

For more information on any of these opportunities please contact:

- Accounting: Dr. Ganesh Vaidyanathan, vaidyanathan@edwards.usask.ca
- Finance and Operations Management: Dr. Craig Wilson, wilson@edwards.usask.ca
- Management and Marketing: Dr. Marvin Painter, painter@edwards.usask.ca
- Human Resources: Dr. Rick Long, long@edwards.usask.ca

The University of Saskatchewan is committed to employment equity. Members of designated groups (women, Aboriginal people, people with disabilities and visible minorities) are encouraged to self-identify on their application. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

The University of Saskatchewan is located in Saskatoon, Saskatchewan, Canada. Saskatoon is a vibrant university city with a population approaching 230,000 people. The city is located on a river in the heartland of Saskatchewan. The city is well known for its summer festivals and riverbank events such as Shakespeare on the Saskatchewan, the Jazz Festival, the Children's Festival and the Fringe Festival to name a few. It has a progressive university serving approximately 20,000 students. The Edwards School of Business has an undergraduate business program with approximately 1,800 students. We also have thriving MBA, M.Sc. (Finance), and Masters of Professional Accounting programs. For more information on the Edwards School of Business, please visit our website at <http://www.edwards.usask.ca>.

For more information on the City of Saskatoon, please visit the following websites: <http://tourismsaskatoon.com> and <http://www.downtownsaskatoon.com>.

Limited Term Positions

Subject to budget approval, one year term positions may be available in the following areas:

- Accounting
- Finance
- Human Resources
- Management
- Marketing
- Operations Management

Candidates with relevant credentials (academic and/or professional) and work experience are encouraged to apply. Salaries are commensurate with qualifications.

Sessional appointments may also be available in any of these areas.

UVF has Sessional Faculty openings in the Winter 2011 Semester in the following disciplines:

- BIOLOGY
- TEACHER EDUCATION PROGRAM
- UPGRADING AND UNIVERSITY PREPARATION
- MATHEMATICS AND STATISTICS
- CRIMINOLOGY AND CRIMINAL JUSTICE
- EARLY CHILDHOOD EDUCATION/CHILD AND YOUTH CARE
- PSYCHOLOGY
- LIBRARY AND INFORMATION TECHNOLOGY
- CHEMISTRY
- MODERN LANGUAGES
- SOCIOLOGY
- HEALTH SCIENCES
- BUSINESS ADMINISTRATION
- ECONOMICS
- VISUAL ARTS

The University of the Fraser Valley is the school of choice for 15,000 students annually pursuing more than 80 degree, diploma and certificate programs. We are committed to teaching excellence. Our foundation for academic excellence is small class sizes, support for active research and scholarship, and a friendly, supportive environment open to collaboration and innovation.

Full details at www.uvf.ca/careers

Avoid unwanted souvenirs.

If you travel, you may be at risk of contracting hepatitis A or B—both are serious liver diseases. Hepatitis A and B can be prevented by immunization. Talk to your doctor to find out how you can protect yourself.

Please live responsibly.
Call 1-800-563-5483 or visit www.liver.ca



CAREERS CARRIÈRES

Program in Policy Studies, teaching a core policy course in the program and supervising student supervisors. She will have demonstrated expertise across a range of policy methodologies and theories, and experience in policy research in a collaborative academic setting, be broadly published in policy journals, and have research interests that cross policy fields/sectors. Applicants should submit a letter describing their areas of research and teaching interests, a current curriculum vitae, samples of their research, evidence of teaching effectiveness in the form of a teaching dossier and/or course survey results, and the names of three individuals who could be contacted for a reference letter (only referees of shortlisted candidates will be contacted), to: Dr. Neil Thompson, Chair, Department of Politics and Public Administration, JOR228, Ryerson University, 350 Victoria Street, Toronto, Ontario, Canada, M5B 2K3. Confidential inquiries can be directed to the Chair at nthompson@politics.ryerson.ca. The review of applications will begin January 10, 2011 and continue until the position is filled. Please note that applications by fax or e-mail will not be accepted. This position falls under the Ryerson Faculty Association (www.ryerson.ca/~rsa/jurisdiction). For details on the Ryerson Faculty Association Collective Agreement and the University's RFA Benefits Summary, please visit www.ryerson.ca/teaching/employment_resources/rfa.html and www.ryerson.ca/hr/working/etolook/etolook/rfa/ respectively. Ryerson University has an employment equity program and encourages applications from all qualified individuals, including Aboriginal peoples, persons with disabilities, members of visible minorities and women. Members of designated groups are encouraged to apply. Permanent residents will be given priority.

Le Campus de Moncton sollicite des candidatures pour le poste suivant : DOYENNE OU DOYEN DE LA FACULTÉ D'ADMINISTRATION

SITUATION : La Faculté d'administration comprend deux départements : administration et comptabilité. Elle compte un personnel enseignant de 26 personnes et un corps étudiant de plus de 660 étudiants et étudiantes à temps plein et d'environ 300 étudiants et étudiantes à temps partiel. Outre les programmes de premier cycle dans diverses disciplines en administration, la Faculté offre plusieurs programmes de maîtrise en administration des affaires (M.B.A.) au campus de Moncton et à distance. Les deux premières années des programmes de premier cycle sont également offertes au campus d'Edmundston et de Shippagan.

Au cours des dernières années, la Faculté a fait preuve de dynamisme et d'innovation dans ses programmes de formation. Elle compte continuer à travailler à l'épanouissement des disciplines impliquées en améliorant sans cesse la qualité de la formation et en multipliant ses activités de recherche et de développement. La Faculté est particulièrement fière de sa nouvelle salle de marche. Elle a su relever les défis de l'internationalisation et de la formation delocalisée.

FONCTIONS : Sous l'autorité immédiate du vice-recteur à l'enseignement et à la recherche, la doyenne ou le doyen assure le fonctionnement académique et administratif de la Faculté. Elle ou il veille à l'établissement des priorités en tenant compte des implications budgétaires et de la planification à court et à long terme, analyse et fait connaître les besoins de la Faculté, travaille au maintien des normes et coordonne les activités d'enseignement et de recherche. Elle ou il représente la Faculté au Sénat académique ainsi qu'à plusieurs comités de l'Université.

EXIGENCES : Toute personne intéressée par le poste devra posséder un doctorat dans une discipline reliée à l'administration des affaires. Elle devra avoir un solide dossier académique en enseignement et en recherche, une expérience de gestion avec démonstration de leadership et de gestion participative, ainsi qu'une capacité à offrir une vision, à développer une planification et à en assurer le suivi. De plus, des aptitudes en réseautage et une expérience ou un bon rayonnement dans le monde des affaires seront des atouts. Enfin, la maîtrise de la langue française, tant à l'oral qu'à l'écrit, est essentielle.

MANDAT ET TRAITEMENT : Il s'agit d'un mandat de cinq ans débutant le 1^{er} juillet 2011. Le traitement est établi selon la formation et l'expérience.

Les candidatures seront reçues jusqu'au 5 novembre 2010.

Les personnes intéressées sont priées de faire parvenir un curriculum vitae, un dossier professionnel complet et, aux fins de référence, les coordonnées de trois personnes.

Faire parvenir le tout au : Comité consultatif de sélection de la doyenne ou du doyen de la Faculté d'administration, s/s de M. Neil Boucher, vice-recteur à l'enseignement et à la recherche, Université de Moncton, 1B, av. Antonine-Maillet, Moncton N-B. E1A 3E9. Téléphone : 506 858-4112; télécopieur : 506 858-4096; courriel : neil.boucher@umoncton.ca.

L'Université de Moncton, fondée en 1963, est un établissement d'enseignement supérieur de langue française en milieu acadien. Avec ses trois campus situés à Edmundston, à Moncton et à Shippagan, elle offre des programmes d'études aux trois cycles universitaires dans plusieurs disciplines. Plus de 5 000 étudiants et étudiantes provenant de partout au Canada et de l'étranger la fréquentent. Pour de plus amples renseignements sur l'Université et ses programmes d'études, vous êtes invité à consulter le site Internet www.umoncton.ca.

UNIVERSITÉ DE MONCTON

Campus de Moncton

L'Université de Moncton souscrit à l'exigence d'équité en matière d'emploi. Conformément aux exigences relatives à l'immigration au Canada, ce concours s'adresse en priorité aux citoyennes et citoyens canadiens ainsi qu'aux personnes ayant obtenu le droit d'établissement au Canada.

■ PSYCHOLOGY — Ryerson University. Located in the heart of Toronto, the largest and most culturally diverse city in the country, Ryerson University is committed to diversity, equity and inclusion. The university is known for innovative programs built on the integration of theoretical and practically oriented learning. Our undergraduate and graduate programs are distinguished by a professionally focused curriculum and strong emphasis on excellence in teaching, research and creative activities. Ryerson is also a leader in adult learning, with the largest university-based continuing education school in Canada. The Psychology Department (www.ryerson.ca/psychology) has undergone extraordinary growth and diversification over the past 5 years, with 21 new tenured or tenure-track faculty hires, 3 new degrees, 2 new certificates, and a new research laboratory centre devoted to science, health and discovery. In 2010, we partnered with St. Michael's Hospital to establish a Clinical Psychology Training Clinic, and in 2011, we are opening the Research Institute for Stress, Health, and Intervention (over \$1 million committed for research tools and infrastructure). We are housed in the Faculty of Arts, an integral and thriving contributor to the education of approximately 28,000 undergraduate and graduate students. Applications are invited for 2 tenure-stream appointments, at the Assistant Professor rank, commencing August 1, 2011, subject to budgetary approval. One position is in Biological Psychology (some areas of particular interest include stress and stress physiology, behavioral genetics, affective neuroscience, biological correlates of disease, and vulnerability; the other is in Clinical Psychology (some areas of particular interest include adolescent and school disorders, eating disorders, and clinical neuropsychology). All exceptional applicants with related interests are encouraged to apply. Candidates for both positions will hold a PhD, with postdoctoral training in Psychology preferred. Candidates for the clinical position must hold

a PhD in Clinical Psychology from a CPA/APA-accredited program, and be eligible for registration with the College of Psychologists of Ontario. The successful candidates for both positions will have the ability to contribute to both the undergraduate (BA) and graduate programs (MA/PhD). They should hold a strong research profile and evidence of an

emerging scholarly record, evidence of high-quality teaching and student training, as well as capacity for collegial service. Applicants should submit a letter of application, a curriculum vitae, 3 recent research publications, results of teaching surveys (or equivalent evidence such as a teaching dossier), and the names of 3 individuals who could

be contacted for reference letter to: Chair, Department Appointments Committee, Department of Psychology, Ryerson University, 350 Victoria Street, Toronto, Ontario, Canada, M5B 2K3. Confidential inquiries can be directed to the Chair at boudreau@psych.ryerson.ca. The review of applications will be on November 29, 2010 and will continue

Tenure-Track Positions in EDUCATION



The Faculty of Education at Queen's University invites applications for two tenure-track positions at the rank of Assistant/Associate Professor, teaching in the undergraduate and graduate programs. Starting date is July 1st, 2011 or earlier by mutual agreement.

Interested applicants must identify at least one area of expertise from each of the undergraduate and graduate lists below:

- | | |
|--------------------------------|---------------------------|
| Undergraduate | Graduate |
| • Secondary Geography | • Curriculum Theory |
| • Secondary Mathematics | • Adult Education |
| • Secondary Music | • International Education |
| • Secondary Physical Education | • Policy and Leadership |

Requirements for the position include a completed (or nearly completed) doctoral degree in education, evidence of an active program of research, knowledge of teacher education, familiarity with the context of schooling and school systems in Canada, and a scholarly record appropriate to the applicant's career stage. Each successful applicant will be expected to teach at the undergraduate and graduate levels, supervise graduate students, maintain an active program of research and publication, and develop and maintain relationships with professionals in school systems or other social agencies and community groups.

For additional information about our Faculty and programs, please visit us at <http://educ.queensu.ca>.

Applicants must include: a letter of application that details their research program and how it relates to the self-identified areas of expertise, a curriculum vitae, one sample of recent scholarly work, sample course outlines, teaching evaluations (if available), and the names and addresses (including FAX numbers and email addresses) of at least three persons to act as referees. These materials must be received by the Office of the Dean on or before December 15th, 2010. Applications should be sent to:

Stephen Elliott, Dean
Faculty of Education
Duncan McArthur Hall
511 Union Street
Kingston, ON K7M 5R7
Phone: 613 533-3029
Fax: 613 533-6307

The University invites applications from all qualified individuals. Queen's University is committed to employment equity and diversity in the workplace and welcomes applications from women, visible minorities, aboriginal peoples, persons with disabilities, and persons of any sexual orientation or gender identity. All qualified candidates are encouraged to apply, however, Canadian citizens and permanent residents will be given priority. Academic staff at Queen's University is governed by a Collective Agreement between the Queen's University Faculty Association (QUFA) and the University which is posted at <http://www.queensu.ca/>

LAURIER

Limited-Term Positions in French Department of Languages and Literatures

Modern French Literature and Culture or Contemporary French/Francophone Literature and Culture

The Department of Languages and Literatures at Wilfrid Laurier University (Waterloo campus) invites applications for a limited term position beginning July 1, 2011 and ending June 30, 2012 at the Assistant Professor level, subject to budgetary approval. The hire will be in one of the following two areas: (a) modern French literature and culture or (b) contemporary French/Francophone literature and culture. Candidates in area (a) should have expertise in one or more of the following areas: modern French literature, modern French cultural studies, comparative literature, literature and the arts. Candidates in area (b) with strengths in the areas of cosmopolitanism, multiculturalism, post-colonialism or intercultural relations between the hexagon and the French-speaking world outside of Europe are especially encouraged to apply. Applicants must have PhD in hand or be very near completion, and should demonstrate strong research potential and excellence in teaching. The successful candidate will be expected to teach five undergraduate-level courses per year, to maintain an active research agenda and to engage in academic service.

French Second Language Acquisition

The Department of Languages and Literatures at Wilfrid Laurier University (Waterloo campus) invites applications for a 12-month limited term appointment in the area of French second-language acquisition at the rank of Assistant Professor starting July 1, 2011 and ending June 30, 2012. Applicants must have PhD in hand or be very near completion. The successful candidate's primary responsibilities will be teaching five undergraduate-level courses per year, and coordinating and supervising the core courses in French language sequence. He or she will also be expected to maintain an active research agenda and to engage in academic service.

Applicants should submit a letter of application, a curriculum vitae, a teaching dossier including evidence of teaching effectiveness, official graduate school transcripts, a sample of recent scholarly writing and the names and contact information of three references to: Dr. Milo Svedler, Chair, Department of Languages and Literatures, 75 University Avenue West, Waterloo, Ontario, N2L 3C5. We will begin reviewing applications on January 15, 2011 and will continue until the position is filled.

Wilfrid Laurier University is committed to equity and values diversity. We welcome applications from qualified individuals of all genders and sexual orientations, persons with disabilities, Aboriginal persons and persons of a visible minority. Members of the designated groups must self-identify to be considered for employment equity. Candidates may self-identify, in confidence, to the Dean of the Faculty of Arts, Dr. Michael Carroll. Further information on the equity policy can be found at http://www.wlu.ca/page.php?pr_id=2465&pr=10545. All qualified candidates are encouraged to apply; however, priority will be given to Canadian citizens and permanent residents of Canada.

CAREERS CARRIÈRES



Director Aboriginal Initiatives

Brandon University is a leader in providing high quality education to over 3,000 full- and part-time students in arts, sciences, education, music, and health studies. Based in southwestern Manitoba, Brandon University also offers pre-professional and Masters programs, as well as innovative and award-winning outreach programs in a personalized learning environment.

Brandon University seeks a dynamic, innovative and respected leader to serve as the University's first Director, Aboriginal Initiatives. The Director will report to the Vice-President (Academic and Research) and will serve on the President's Administrative Council. The Director will have prior leadership experience within the post-secondary sector, a strong understanding of the distinct needs of Aboriginal students and be committed to the success of all students who self-declare as being of Aboriginal ancestry. S/he will lead Brandon University's recruitment and retention initiatives for Aboriginal students, develop access programs and represent the University regionally and provincially. The successful candidate will continue to raise the profile of Brandon University within First Nations, Métis and Inuit communities. The preferred candidate is an Aboriginal person with experience in developing and delivering programs that increase the participation and success of Aboriginal learners in a university context.

Qualifications: A Master's degree is required. Ph.D. prepared candidates are encouraged to apply.

Application Deadline: January 31, 2011 or until position is filled.

Start Date: July 01, 2011 or upon the availability of the successful candidate.

Term of Appointment: Five years (renewable).

Salary: Commensurate with qualifications and experience.

Range: \$71,807 to \$90,859

Please send a letter of application, a CV and the names/addresses of three references. Ph: (204) 727-7455

We thank all applicants for their interest and effort in applying for this position and advise that only candidates selected for interviews will be contacted. Short listed candidates will be expected to provide copies of credentials at time of interview. All qualified candidates are encouraged to apply, however Canadians and permanent residents will be given priority.

Contact:

Dr. Scott Gillis
Vice-President
(Academic & Research)
Brandon University
270-18th Street
Brandon, Manitoba
Canada R7A 6A9
E-mail: vp_ar@brandonu.ca
Fax: (204) 728-7340

For more
information visit:
www.brandonu.ca

Kick Start Your Job Hunt

AcademicWork.ca

The John Molson School of Business at Concordia University is seeking qualified applicants for visiting positions and limited-term appointments starting August 15, 2011. Positions may be available in the following areas: **Accountancy, Decision Sciences and Management Information Systems (Applied Statistics, Supply Chain Operations Management), Finance, Management (Entrepreneurship, OB/HR, Contemporary Business Thinking, Business Law, and Strategy) and Marketing.**

Appointments will be made up to the rank of Professor for visiting positions, depending upon qualifications and experience, and at the rank of Lecturer for limited-term positions. Qualifications are as follows: Applicants for visiting appointments require a PhD degree, and a strong record of research and teaching. Applicants for limited-term appointment in Accountancy should hold a professional accounting designation or a graduate degree (Master's or PhD).

Applicants for Business Law must have a Canadian law degree along with current practical experience. Applicants for all other limited-term appointments should have a graduate degree (Master's or PhD). Successful candidates will be responsible for teaching courses at the undergraduate, MBA, MSc or PhD levels. Salaries are competitive and will be commensurate with qualifications and experience. Applicants for visiting positions will be expected to teach and be active in research. Applicants for limited-term appointments will be expected to teach up to seven courses per annum.

Send applications, including a curriculum vitae, a statement of teaching and research interests (as appropriate), teaching evaluations if available, and three letters of reference to the Chair of the appropriate department: Dr. M. Islam (Accountancy), Dr. F. Nebbe (Decision Sciences and Management Information Systems), Dr. S. Betton (Finance), Dr. S. Brutus (Management), Dr. L. Katsanis (Marketing), John Molson School of Business, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec H3G 1M6, Canada

Appointments are subject to budgetary approval. Positions are available until filled. Applications should be sent as soon as possible but **no later than March 15, 2011. Note that applications for positions in the Management department will be accepted until April 15, 2011.**

All qualified candidates are encouraged to apply; Canadians and permanent residents, however, will be given priority. Concordia University is committed to employment equity.



until the position is filled. Please note that applications by fax or e-mail will not be accepted. Only those candidates selected for the short list of consideration will be contacted for letters. This position falls under the Ryerson Faculty Association Collective Agreement and the University's RFA Benefits Summary. Please visit www.ryerson.ca/teaching/employment_resources/rfa.html and www.ryerson.ca/working/working/benefits/rfa respectively. Ryerson University has an employment equity program and encourages applications from all qualified individuals, including Aboriginal peoples, persons with disabilities, members of visible minorities and women. Members of designated groups are encouraged to self-identify. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

■ PSYCHOLOGY (CLINICAL PSYCHOLOGY) — University of Waterloo. The Department of Psychology at the University of Waterloo invites applications for a tenure-track position at the Assistant Professor level in our CPA and APA accredited Clinical Psychology program. As part of the Clinical Psychology Program this position will support the Centre for Mental Health Research (CMHR). The CMHR combines in-house opportunities for research concerning the nature and treatment of psychological disorders with graduate training and psychological services to the surrounding community. Candidates must have a PhD from an accredited clinical psychology program, an excellent research record, and should be registered or eligible for registration with the College of Psychologists of Ontario. Responsibilities will include undergraduate and graduate teaching, supervision of graduate students' clinical and research work, and commitment to an ongoing research program. We welcome applicants who have a strong, theory-driven, research investment that will be attractive to graduate

students. We have a preference for someone with child clinical, family systems, lifespan developmental, or group therapy interests; however, applicants with any research focus consistent with the aforementioned aims of the Clinical Division and the CMHR will also be considered. Information about the Clinical Program, the CMHR, and the Psychology Department can be found at <http://www.psychology.uwaterloo.ca>. The anticipated starting date for the position is July 1, 2011. Review of applications will begin November 15th and continue until the position is filled. Applicants should submit a curriculum vitae, a statement of teaching and research interests, reprints or preprints of recent papers, and arrange for three confidential letters of reference to be sent to: clinicalposition@psychology.uwaterloo.ca. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

■ PSYCHOLOGY (SOCIAL PSYCHOLOGY) — University of Waterloo. The Department of Psychology at the University of Waterloo invites applications for a tenure-track position at the Assistant Professor level in Social Psychology. The successful candidate will be expected to maintain an active research and teaching program and supervise graduate and undergraduate students. The successful candidate must have a PhD in Social Psychology and a demonstrated record of published research. Information about the department and program in Social Psychology can be found at <http://www.psychology.uwaterloo.ca>. Information regarding Waterloo can be found at <http://www.uwaterloo.ca>. The anticipated start date for the position is July 1, 2011. We will begin reviewing applications on November 15, 2010 and continue until the position is filled. Applicants should electronically submit a curriculum vitae, a statement of research and teaching interests, reprints or preprints of recent papers, and the contact information for three references (including the email addresses) to: socialposition@psychology.uwaterloo.ca. They should also arrange for

ational Psychology can be found at <http://www.psychology.uwaterloo.ca>. Information regarding Waterloo can be found at <http://www.uwaterloo.ca>. The anticipated start date for the position is July 1, 2011. We will begin reviewing applications on November 15, 2010 and continue until the position is filled. Applicants should electronically submit a curriculum vitae, a statement of research and teaching interests, reprints or preprints of recent papers, and arrange for three confidential letters of reference to be sent to: socialposition@psychology.uwaterloo.ca. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

■ PSYCHOLOGY (INDUSTRIAL/ORGANIZATIONAL PSYCHOLOGY) — University of Waterloo. The Department of Psychology at the University of Waterloo invites applications for a tenure-track position at the Assistant Professor level in Industrial/Organizational Psychology. We are particularly interested in applicants with expertise in Personnel Psychology or who can contribute to both Personnel and Organizational Psychology. The successful candidate will be expected to maintain an active research program and to supervise graduate and undergraduate students. The position includes a 12-month salary and the teaching load is three (12-week) courses per year. The successful candidate must have a PhD in Psychology or equivalent field (e.g., Organizational Behaviour), and a demonstrated record of published research. Information regarding the department and program in Industrial/Organizational Psychology can be found at <http://www.psychology.uwaterloo.ca>. Information regarding Waterloo can be found at <http://www.uwaterloo.ca>. The anticipated start date for the position is July 1, 2011. We will begin reviewing applications on November 15, 2010 and continue until the position is filled. Applicants should electronically submit a curriculum vitae, a statement of research and teaching interests, reprints or preprints of recent papers, and the contact information for three references (including the email addresses) to: industrialposition@psychology.uwaterloo.ca. They should also arrange for

L'Université de Moncton, la Société canadienne du cancer du Nouveau-Brunswick et l'Institut atlantique de recherche sur le cancer sollicitent des soumissions et des propositions pour le poste suivant :

TITULAIRE DE LA CHAIRE DE RECHERCHE EN CANCER DE LA SOCIÉTÉ CANADIENNE DU CANCER DU NOUVEAU-BRUNSWICK À L'UNIVERSITÉ DE MONCTON

La candidate ou le candidat choisi pour ce poste menant à la permanence sera une ou un chercheur en biologie du cancer, en application clinique ou en santé des populations et un leader dans son champ d'expertise. La ou le titulaire de la Chaire démontrera un leadership certain et créera une synergie entre collègues dans une gamme de champs de recherche sur le cancer. De plus, elle ou il attirera et assurera un financement fédéral approuvé après un examen par les pairs et attirera des étudiantes et étudiants ainsi que des associés et associés de recherche exceptionnels, tout en leur servant de mentor. Si la recherche implique la prestation de soins aux patients, la candidate ou le candidat devra être admissible à l'obtention d'un permis d'exercice au Nouveau-Brunswick. La personne sélectionnée aura la charge d'enseignement normalement attribuée à des titulaires de chaires et supervisera les travaux des étudiantes et étudiants inscrits aux cycles supérieurs. La connaissance des deux langues officielles du Canada, tant à l'oral qu'à l'écrit, est essentielle.

EXIGENCES :

- Détenir un doctorat dans un domaine lié au cancer ou un doctorat en médecine (M.D.);
- Avoir effectué des études postdoctorales;
- Avoir démontré une capacité à effectuer de la recherche indépendante à l'intérieur d'une équipe;
- Avoir un dossier de réalisations savantes exceptionnelles, dont des subventions en cours évaluées par les pairs et des publications en tant qu'auteur principal.

ENTRÉE EN FONCTION : Le plus tôt possible

TRAITEMENT : Le traitement annuel est établi selon la formation et l'expérience. Les critères servant à établir le rang professionnel et l'étape de carrière sont régis par la convention collective.

DATE BUTOIR : Les candidatures doivent être reçues avant le 1^{er} décembre 2010. Les personnes intéressées par ce poste doivent envoyer un dossier qui inclut leur curriculum vitae complet, une description abrégée du programme de recherche proposé et les coordonnées de trois références. Faire parvenir le tout à : M. Neil Boucher, Ph.D., vice-recteur à l'enseignement et à la recherche, Université de Moncton, 18, av. Antonine-Maillet, Moncton (Nouveau-Brunswick) E1A 3E9. Téléphone : 506 858-4112; télécopieur : 506 858-4096; courriel : neil.boucher@umoncton.ca.

L'Université de Moncton, fondée en 1963, est un établissement d'enseignement supérieur de langue française en milieu acadien. Avec ses trois campus situés à Edmundston, à Moncton et à Shippagan, elle offre des programmes d'études aux trois cycles universitaires dans plusieurs disciplines. Plus de 5 000 étudiantes et étudiants provenant de partout au Canada et de l'étranger la fréquentent. Pour de plus amples renseignements sur l'Université et ses programmes d'études, vous êtes invité à consulter le site Internet www.umoncton.ca. En ce qui a trait à l'Institut atlantique de recherche sur le cancer, priez de visiter le site Internet www.canceratlantique.ca.



UNIVERSITÉ
DE MONCTON

Campus de Moncton

L'Université de Moncton souscrit à l'exigence d'équité en matière d'emploi. Conformément aux exigences relatives à l'immigration au Canada, ce concours s'adresse en priorité aux citoyennes et citoyens canadiens ainsi qu'aux personnes ayant obtenu le droit d'établissement au Canada.

CARRIÈRES

three confidential letters of reference to be sent to the above noted electronic address. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

■ PUBLIC HEALTH – University of Alberta. The School of Public Health, University of Alberta, is seeking a tenure-track assistant or associate professor to join a vibrant group actively involved in global health research, teaching and service. The School's faculty includes three Canada Research Chairs in addition to several recipients of salary awards from the Alberta Heritage Foundation for Medical Research and the Canadian Institutes of Health Research for further information. As the University of Alberta encourages interdisciplinary research, this successful candidate will also have opportunity to interact with investigators from other faculties including the Faculties of Medicine and Dentistry, and Nursing. The incumbent will have research and teaching responsibilities and will be expected to advise MSc students, and supervise MSc and PhD students in global health. Candidates should have a track record of independent research, success in peer-reviewed grant applications and a demonstrated aptitude for teaching global health graduate courses. A minimum relevant public health discipline is required. Experience in sub-Saharan Africa, in conducting research with local partners, and in supervising graduate students is preferred. Postdoctoral experience is an asset including experience with multilateral and development agencies. Applications from all qualified individuals, including women, members of visible minorities, and persons with disabilities, are encouraged to apply; however, Canadians and permanent residents will be given priority.

tail can be found in the University of Victoria's Framework Agreement at: http://web.uvic.ca/vic/employees/framework_agreement.htm. The successful candidate will be expected to show leadership in teaching, to make a substantial contribution to the Department's undergraduate teaching, and to assist the Department in development and promotion of an undergraduate program expected to attract and retain the highest quality students. A completed PhD in Sociology, or ABD status with an expected completion date no later than the start date of the position, is expected. Applicants should include a covering letter, curriculum vitae, and evidence of teaching ability. Applicants should also provide the names and addresses (including email) of three referees and send these referees to send their letters directly to the Search Committee no later than the application deadline given below. Letters of application, CVs including all university transcripts, writing sample, and confidential letters from three referees should be sent by January 7, 2011, to: Senior Lecturer Search Committee, Department of Sociology, University of Victoria, PO Box 3600, Victoria, BC, V8W 2P6, Canada. Tel: (250) 721-7272. E-mail: web.uvic.ca/soc. The University of Victoria is an equal opportunity employer and encourages applications from persons with disabilities, visible minorities, Aboriginal peoples, peoples of all sexual orientations and genders, and others who may contribute to the further diversification of the University. All qualified candidates are encouraged to apply; however, in accordance with Canadian Immigration regulations, Canadians and permanent residents will be given priority.

■ SOCIETY AND LEGAL STUDIES – University of Waterloo. Applications are being accepted for a tenure-track position at the Assistant Professor level in the Department of Sociology and Legal Studies beginning on or after July 1, 2011. The successful candidate must have a PhD in Sociology and an actively developing research program with emphasis on work and technology. The candidate should be capable of teaching courses in survey methodology, data analysis with qualitative and quantitative data, and research, teaching at undergraduate and graduate levels, and supervising graduate students. Salary range commensurate with qualifications and experience. The closing date for applications is December 31, 2010. Send curriculum vitae and arrange for three letters of reference to be sent directly to: Professor Rick Helmes-Hayes, Chair, Department of Sociology and Legal Studies, University of Waterloo, Waterloo, Ontario, N2L 3G1, Canada. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

■ STATISTICS – University of Toronto Scarborough. The Department of Computer and Mathematical Sciences is seeking an Assistant Professor in Statistics at the rank of Assistant Professor, to begin July 1, 2011. We are interested in candidates with research experience in Applied Statistics, including Biostatistics, Machine Learning, Statistical Applications in Finance and Risk Management, and as well as in the areas of Statistical Theory. We are an international leader in Statistics research and education. The Department of Computer and Mathematical Sciences enjoys strong ties to other centers of research in Statistics, Mathematics, and Computer Science within the university. The successful candidate for this position will be an integral part of Statistics academic programs at the University of Toronto campus. Candidates should have, or be about to receive, a PhD in Statistics or a related field. They must demonstrate the ability to pursue innovative research at the highest level of excellence, and a commitment to undergraduate and graduate teaching. Salary will be commensurate with qualifications and experience. Anticipated start date is July 1, 2011, but the position will remain open until suitable candidates are found. Reviewable applications will begin on January 4, 2011 and continue until the positions are filled. The University of Waterloo's Internationally recognized Department of Recreation and Leisure Studies is located within the Faculty of Applied Health Sciences and is concerned with the ways in which health and well-being are enhanced through the effective use of leisure. To this end, it is concerned with how individuals, groups, and societies plan, organize, and use resources for recreation, sport, parks and tourism. The Department offers degrees at the Bachelor, Masters, and Doctoral levels. Further information can be found at <http://www.ahs.uwaterloo.ca/recre/>. A cover letter including faculty position of interest, statement of research interests and teaching philosophy, curriculum vitae, names and contact information of three potential referees should be sent to: Dr. Mark E. Havitz, Chair, Department of Recreation and Leisure Studies, University of Waterloo, Waterloo, Ontario, N2L 3G1. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

■ SOCIOLOGY – University of Victoria. The Department of Sociology invites applications for a position in the area of Sociology. The appointment is for a tenure-track position to be made at the rank of Assistant Professor. The Senior Instructor will teach introductory and upper level courses and to lead a team in coordinating interdisciplinary sociology courses. Areas of specialization are open but demonstrated teaching excellence and ability to cover the breadth of the discipline at an introductory level are a requirement. Duties will include teaching eight one-semester courses a year. The initial appointment is for three years, with expectation of renewal for another four years, and thereafter ongoing reappointment, subject to a periodic review. Senior instructors at UVic can be promoted to the rank of Teaching Professor after eleven years of service subject to meeting performance criteria. Further details

University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

■ STATISTICS & ACTUARIAL SCIENCE (STATISTICS) – University of Waterloo. Statistics and Actuarial Science at the University of Waterloo (UW) invites applications for a tenure-track appointment as an Assistant Professor in statistics. Applicants should have a PhD in statistics, computer science or a closely related discipline, with a proven ability in potential for research in the use of modern computational statistics, such as statistical programming environments, data reduction, analysis and visualization, simulation and bootstrapping, experimental learning, data-mining, or computer experimentation. Good teaching and communication skills are also essential. Duties will include undergraduate and graduate teaching, and the development of an independent research program. The salary offered will be commensurate with qualifications and experience. The closing date for applications is December 31, 2010. The Department at UW is one of the leading academic units for statistical and actuarial sciences in the world, with more than 40 full-time faculty and nearly 150 graduate students. Departmental strengths in statistics cover a wide range of topics, including statistical learning, the analysis of longitudinal and life history data, randomized studies, data mining and visualization, missing data, survey methods, clinical trials, computational methods, quality improvement, and interdisciplinary collaborative work. Please submit a curriculum vitae, and arrange for at least three letters of reference to be sent directly to: Professor David E. Matthews, Chair, Statistics and Actuarial Science, University of Waterloo, Waterloo, Ontario, N2L 3G1, Canada. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

■ STATISTICS & ACTUARIAL SCIENCE (SURVEY SAMPLING) – University of Waterloo. Statistics and Actuarial Science at the University of Waterloo (UW) invites applications for a tenure-track appointment as a Full Professor in Survey Sampling. The successful candidate will be a visionary leader, internationally recognized as a leading statistical scientist, and have an established record of scholarship. He or she will be expected to play a leadership role in the Department and UW through dissemination of research, graduate student supervision, and active involvement in the International Biostatistics Center project by Professor Geoffrey Fong of Psychology. The Department at UW is one of the leading academic units for statistical and actuarial sciences in the world, with more than 40 full-time faculty and nearly 150 graduate students. Departmental strengths in statistics cover a wide range of topics, including statistical learning, the analysis of longitudinal and life history data, randomized studies, data mining and visualization, missing data, survey methods, clinical trials, computational methods, quality improvement, and interdisciplinary collaborative work. Interested candidates with a strong track record in research, graduate student supervision, and leadership are encouraged to apply for this senior position. Applicants should have a PhD in Statistics or a closely related discipline. The salary offered will be commensurate with qualifications and experience. The closing date for applications is December 31, 2010. Send curriculum vitae and arrange for three letters of reference to be sent directly to: Professor David E. Matthews, Chair, Statistics and Actuarial Science, University of Waterloo, Waterloo, ON, N2L 3G1, Canada. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

■ STATISTICS (LECTURER) – University of Waterloo. The Department of Computer and Mathematical Sciences, University of Waterloo, Waterloo, Ontario, N2L 3G1, Canada, is seeking an Assistant Professor in Statistics at the rank of Lecturer, to begin July 1, 2011. Responsibilities include lecturing, conducting tutorials, grading and curriculum development in a variety of undergraduate courses. Candidates should have a postgraduate degree in Statistics or a related field, and must demonstrate potential for excellence in teaching at the undergraduate level. Salary will be commensurate with qualifications and experience. Appointments at the rank of Lecturer may be renewed annually to a maximum of five years. In the fifth year of service, Lecturers shall be reviewed and a recommendation made with respect to promotion to the rank of Senior Lecturer. Application materials, including curriculum vitae, a statement of career goals and teaching philosophy, at least three letters of recommendation and evidence of teaching excellence, must be submitted online at www.math.uwaterloo.ca by December 31, 2010. For more information about the Department of Computer and Mathematical Sciences, please visit our home page <http://www.cmr.uwaterloo.ca/~cmr/>. The University of Waterloo is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

■ STATISTICS & ACTUARIAL SCIENCE (ACTUARIAL SCIENCE) – University of Waterloo. Statistics and Actuarial Science at the University of Waterloo (UW) invites applications for a tenure-track position as an Assistant Professor in Actuarial Science. Candidates must have a PhD in an area of the mathematical, statistical or actuarial sciences, and research interests in actuarial science. Professional educational qualifications and experience, although not strictly necessary, would be a distinct asset. Departmental strengths in the actuarial science group cover a wide range of topics including probability and statistical modelling in risk theory, insurance, pensions, solvency management, and stochastic models in finance. Additional opportunities for collaboration at UW can occur through the Waterloo Research Institute in Insurance, Securities, and Quantitative Finance (WRIISQ). Applicants should have a proven ability in potential for research, as well as good teaching and communication skills. Candidates should have a PhD in statistics, computer science or a closely related discipline, with a proven ability in potential for research in the use of modern computational statistics, such as statistical programming environments, data reduction, analysis and visualization, simulation and bootstrapping, experimental learning, data-mining, or computer experimentation. Good teaching and communication skills are also essential. Duties will include undergraduate and graduate teaching, and the development of an independent research program. The salary offered will be commensurate with qualifications and experience. The closing date for applications is December 31, 2010. Please send curriculum vitae and arrange for at least three letters of reference to be sent directly to: Professor David E. Matthews, Chair, Statistics and Actuarial Science, University of Waterloo, Waterloo, ON, N2L 3G1, Canada. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

■ STATISTICS & ACTUARIAL SCIENCE (ACTUARIAL SCIENCE) – University of Waterloo. Statistics and Actuarial Science at the University of Waterloo (UW) invites applications for a tenure-track position as an Assistant Professor in Actuarial Science. Candidates must have a PhD in an area of the mathematical, statistical or actuarial sciences, and research interests in actuarial science. Professional educational qualifications and experience, although not strictly necessary, would be a distinct asset. Departmental strengths in the actuarial science group cover a wide range of topics including probability and statistical modelling in risk theory, insurance, pensions, solvency management, and stochastic models in finance. Additional opportunities for collaboration at UW can occur through the Waterloo Research Institute in Insurance, Securities, and Quantitative Finance (WRIISQ). Applicants should have a proven ability in potential for research, as well as good teaching and communication skills. Candidates should have a PhD in statistics, computer science or a closely related discipline, with a proven ability in potential for research in the use of modern computational statistics, such as statistical programming environments, data reduction, analysis and visualization, simulation and bootstrapping, experimental learning, data-mining, or computer experimentation. Good teaching and communication skills are also essential. Duties will include undergraduate and graduate teaching, and the development of an independent research program. The salary offered will be commensurate with qualifications and experience. The closing date for applications is December 31, 2010. Please send curriculum vitae and arrange for at least three letters of reference to be sent directly to: Professor David E. Matthews, Chair, Statistics and Actuarial Science, University of Waterloo, Waterloo, ON, N2L 3G1, Canada. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

■ STATISTICS & ACTUARIAL SCIENCE (ACTUARIAL SCIENCE) – University of Waterloo. Statistics and Actuarial Science at the University of Waterloo (UW) invites applications for a tenure-track position as an Assistant Professor in Actuarial Science. Candidates must have a PhD in an area of the mathematical, statistical or actuarial sciences, and research interests in actuarial science. Professional educational qualifications and experience, although not strictly necessary, would be a distinct asset. Departmental strengths in the actuarial science group cover a wide range of topics including probability and statistical modelling in risk theory, insurance, pensions, solvency management, and stochastic models in finance. Additional opportunities for collaboration at UW can occur through the Waterloo Research Institute in Insurance, Securities, and Quantitative Finance (WRIISQ). Applicants should have a proven ability in potential for research, as well as good teaching and communication skills. Candidates should have a PhD in statistics, computer science or a closely related discipline, with a proven ability in potential for research in the use of modern computational statistics, such as statistical programming environments, data reduction, analysis and visualization, simulation and bootstrapping, experimental learning, data-mining, or computer experimentation. Good teaching and communication skills are also essential. Duties will include undergraduate and graduate teaching, and the development of an independent research program. The salary offered will be commensurate with qualifications and experience. The closing date for applications is December 31, 2010. Please send curriculum vitae and arrange for at least three letters of reference to be sent directly to: Professor David E. Matthews, Chair, Statistics and Actuarial Science, University of Waterloo, Waterloo, ON, N2L 3G1, Canada. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

■ STATISTICS & ACTUARIAL SCIENCE (ACTUARIAL SCIENCE) – University of Waterloo. Statistics and Actuarial Science at the University of Waterloo (UW) invites applications for a tenure-track position as an Assistant Professor in Actuarial Science. Candidates must have a PhD in an area of the mathematical, statistical or actuarial sciences, and research interests in actuarial science. Professional educational qualifications and experience, although not strictly necessary, would be a distinct asset. Departmental strengths in the actuarial science group cover a wide range of topics including probability and statistical modelling in risk theory, insurance, pensions, solvency management, and stochastic models in finance. Additional opportunities for collaboration at UW can occur through the Waterloo Research Institute in Insurance, Securities, and Quantitative Finance (WRIISQ). Applicants should have a proven ability in potential for research, as well as good teaching and communication skills. Candidates should have a PhD in statistics, computer science or a closely related discipline, with a proven ability in potential for research in the use of modern computational statistics, such as statistical programming environments, data reduction, analysis and visualization, simulation and bootstrapping, experimental learning, data-mining, or computer experimentation. Good teaching and communication skills are also essential. Duties will include undergraduate and graduate teaching, and the development of an independent research program. The salary offered will be commensurate with qualifications and experience. The closing date for applications is December 31, 2010. Please send curriculum vitae and arrange for at least three letters of reference to be sent directly to: Professor David E. Matthews, Chair, Statistics and Actuarial Science, University of Waterloo, Waterloo, ON, N2L 3G1, Canada. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

■ STATISTICS & ACTUARIAL SCIENCE (ACTUARIAL SCIENCE) – University of Waterloo. Statistics and Actuarial Science at the University of Waterloo (UW) invites applications for a tenure-track position as an Assistant Professor in Actuarial Science. Candidates must have a PhD in an area of the mathematical, statistical or actuarial sciences, and research interests in actuarial science. Professional educational qualifications and experience, although not strictly necessary, would be a distinct asset. Departmental strengths in the actuarial science group cover a wide range of topics including probability and statistical modelling in risk theory, insurance, pensions, solvency management, and stochastic models in finance. Additional opportunities for collaboration at UW can occur through the Waterloo Research Institute in Insurance, Securities, and Quantitative Finance (WRIISQ). Applicants should have a proven ability in potential for research, as well as good teaching and communication skills. Candidates should have a PhD in statistics, computer science or a closely related discipline, with a proven ability in potential for research in the use of modern computational statistics, such as statistical programming environments, data reduction, analysis and visualization, simulation and bootstrapping, experimental learning, data-mining, or computer experimentation. Good teaching and communication skills are also essential. Duties will include undergraduate and graduate teaching, and the development of an independent research program. The salary offered will be commensurate with qualifications and experience. The closing date for applications is December 31, 2010. Please send curriculum vitae and arrange for at least three letters of reference to be sent directly to: Professor David E. Matthews, Chair, Statistics and Actuarial Science, University of Waterloo, Waterloo, ON, N2L 3G1, Canada. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

■ STATISTICS & ACTUARIAL SCIENCE (ACTUARIAL SCIENCE) – University of Waterloo. Statistics and Actuarial Science at the University of Waterloo (UW) invites applications for a tenure-track position as an Assistant Professor in Actuarial Science. Candidates must have a PhD in an area of the mathematical, statistical or actuarial sciences, and research interests in actuarial science. Professional educational qualifications and experience, although not strictly necessary, would be a distinct asset. Departmental strengths in the actuarial science group cover a wide range of topics including probability and statistical modelling in risk theory, insurance, pensions, solvency management, and stochastic models in finance. Additional opportunities for collaboration at UW can occur through the Waterloo Research Institute in Insurance, Securities, and Quantitative Finance (WRIISQ). Applicants should have a proven ability in potential for research, as well as good teaching and communication skills. Candidates should have a PhD in statistics, computer science or a closely related discipline, with a proven ability in potential for research in the use of modern computational statistics, such as statistical programming environments, data reduction, analysis and visualization, simulation and bootstrapping, experimental learning, data-mining, or computer experimentation. Good teaching and communication skills are also essential. Duties will include undergraduate and graduate teaching, and the development of an independent research program. The salary offered will be commensurate with qualifications and experience. The closing date for applications is December 31, 2010. Please send curriculum vitae and arrange for at least three letters of reference to be sent directly to: Professor David E. Matthews, Chair, Statistics and Actuarial Science, University of Waterloo, Waterloo, ON, N2L 3G1, Canada. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

LAURIER
Wilfrid Laurier University

Tenure-Track Position in Film Studies

Department of English and Film Studies

The Department of English and Film Studies invites applications for a tenure-track appointment in Film Studies commencing 1 July 2011, subject to budgetary approval. Applicants should possess expertise in global cinemas with specialization in one or more national cinemas. A PhD, teaching experience, and publications are required for this position. Assigned teaching duties will include core courses (first-year introductory courses, film history, and/or film theory). Graduate teaching will include offering courses for the Department's MA and PhD programs.

Interested candidates should forward a letter of application, curriculum vitae, sample publications, a teaching dossier with summaries of course evaluations and course outlines, and the names and contact information, including email addresses, for three professional referees to: Dr. James Weldon, Chair, Department of English and Film Studies, Wilfrid Laurier University, 75 University Ave. West, Waterloo, ON N2L 3C5. E-mail: jweldon@wlu.ca. Complete applications and reference letters must be received January 7, 2011.

Wilfrid Laurier University is committed to employment equity and values diversity. We welcome applications from qualified women and men, including persons of all genders and sexual orientations, persons with disabilities, Aboriginal persons, and persons of a visible minority. Members of the designated groups must self-identify to be considered for employment equity. Candidates may self-identify in confidence to the Dean of the Faculty of Arts, Dr. Michael Carroll. Further information on the equity policy can be found at <http://www.wlu.ca/equity>. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.



BRANDON UNIVERSITY
Founded 1899

"Something Special"

Contact:
Mr. David Rowland
Dean of Students
Brandon University
270 18th Street
Brandon, Manitoba
Canada R7A 6A9
E-mail: drowland@brandonu.ca
Phone: (204) 727-9635
Fax: (204) 725-2143

For more information visit:
www.brandonu.ca

Student Services

Learning Skills Specialist

Brandon University is a leader in providing high quality education to over 3,500 full- and part-time students in arts, sciences, education, music, and health studies. Based in southwest Manitoba, Brandon University also offers pre-professional and Masters programs, as well as innovative and award-winning outreach programs in a personalized learning environment.

Brandon University invites applications for a full-time, probationary (tenure-track) appointment as a Learning Skills Specialist. The incumbent will provide learning skills programming in writing and pre-writing strategies with an emphasis on English as an Additional Language. Duties include the development, implementation, evaluation and revision of programming to meet the learning skills needs of individual students and groups of students. The ability to collaborate and work effectively as a member of a team of Student Services professionals is essential. Experience in delivering programs that increase the success of international, aboriginal and at-risk learners in a post-secondary context is an asset. The successful candidate may have the opportunity to teach for-credit transition to university courses and participate in curricular design.

Qualifications: Applicants must hold a minimum of a Master's degree in a relevant discipline and demonstrate expertise in the field of learning assistance.

Application Deadline: January 31, 2011 or until position is filled.

Start Date: July 1, 2011 or upon availability of successful candidate.

Rank and Salary: Professional Associate, rank and salary commensurate with qualifications and experience.

Applicants should submit a curriculum vitae, transcripts and the names and addresses of three references.

We thank all applicants for their interest and effort in applying for this position and advise that not only candidates selected for interviews will be contacted. Short-listed candidates will be expected to provide copies of credentials at time of interview. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

LAURIER
Wilfrid Laurier University

Assistant Professor in New Media and Digital Culture

Department of Communication Studies

The Department of Communication Studies invites applications for a tenure track position in New Media and Digital Culture at the rank of Assistant Professor beginning July 1, 2011 subject to budgetary approval. Within this subject area, we are particularly interested in candidates whose areas of scholarly expertise and teaching experience include at least one of the following: (1) Media History/ Media Archaeology; (2) Medium Theory and Materialist Media Studies (Sound/Visuality/Haptics); (3) Media spatialities and temporalities;

The successful candidate will: have a strong grounding in a range of research methods; be able to teach CS 100-Introduction to Media History and CS 325-Digital Media and Culture; be able to develop new courses at the undergraduate level and contribute to our growing graduate programming in terms of teaching and supervision; have a record of publications; and be able to work with different communities of practice relevant to Communication Studies outside of the university. An ability and willingness to develop and teach courses in research methods would be an asset.

Applicant must have a completed PhD in Communication Studies or a cognate discipline by the time of the appointment. Applicants must submit a cover letter, curriculum vitae, sample syllabi, three samples of publications, and the names, addresses, telephone numbers and email addresses of three academic references to Dr. Andrew Herman, Chair, Department of Communication Studies, Wilfrid Laurier University, 75 University Avenue West, Waterloo, Ontario N2L 3C5 by November 15, 2010.

All qualified candidates are urged to apply; however, Canadians and permanent residents will be given priority. Wilfrid Laurier University is committed to employment equity and welcomes applications from qualified women and men, including persons of all genders and sexual orientations, persons with disabilities, Aboriginal persons, and persons of a visible minority. Members of the designated groups wishing to be considered for employment equity must self-identify. In confidence to the Dean of the Faculty of Arts, Dr. Michael Carroll. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Only those applicants selected for an interview will be contacted.

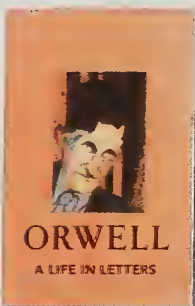
WANTED

■ AUTHORS – Join the online digital revolution writing interactive textbooks. Financial safeguards for authors. More information at <http://www.aiaelms.com/jobs.htm>

BOOKSHELF COIN DES LIVRES

IN REVIEW

Vintage Orwell: Telling Things as He Saw Them



A Life in Letters

Peter Davison, ed. London, UK & Toronto, ON: Random House, 2010; 544 pp; ISBN: 978-1-84655-355-4, cloth \$54.95 CDN.

By WILLIAM BRUNEAU

YEARs ago, during a year in Paris, I used to visit the British Council. The Council had nice digs in the rue de Constantin. It was pleasant to spend an hour there, and besides they had a good lending library.

You had to sign up for the really popular titles. And, you couldn't hope to borrow George Orwell's books straightaway, especially *Down and Out in Paris and London* (1933), *Animal Farm* (1945), and of course, *1984* (1949 — five copies, all constantly on loan — mostly to French nationals). You had to wait for weeks until the previous borrowers' loans had come due.

I asked the librarian at the branch why the Council didn't buy more copies of Orwell's books. He said, with a wicked grin, that since Mrs. Thatcher's election win the previous May, the Council's book-buying budget had been frozen, "but Eric's reputation (the librarian knew that Orwell was Eric Blair's pen name) will outlast the present regime. Then we'll buy him up and everybody will be happy." He was mostly right.

Today, 60 years on from his death, Orwell remains a fundamentally important literary and political figure. His politics combined well with his fiction and his nonfiction, and his name is widely used (or misused) to describe a certain kind of "Orwellian" politics. His essays on civil liberty, on artful and believable writing, and on the necessity of social-democratic attitude continue to interest us — whether or not we agree.

There is a "Canadian" Orwell. In this country, Orwell was the early hero of the "valiant few" who, like him, fought against Franco's fascists in the Spanish Civil War. In 1984, the Canadian periodical index gave almost equal space to Pierre Berton and Orwell. George Woodcock, a former University of British Columbia English professor, wrote one of the better biographies of Orwell (*The Crystal Spirit*, 1966, Governor General's Award), emphasizing Orwell's anti-totalitarian actions, but with due regard to his poetry, novels and literary criticism. Woodcock thought Orwell would endure, not necessarily as novelist or journalist, but because of qualities that sometimes transcended his mere words.

Since 1984, biography and criticism have made much of Orwell's dalliances with power, including his agreement after 1945 to make a list of people he suspected of being Communists or having Communist leanings ("fellow-travellers") and giving it to the British government. Among literary folk, much of the talk has been about the sheer "preachiness" and predictability of Orwell's novels and stories. For decades, academics interested in political theory have found Orwell wanting. Scott Lucas's 2003 *Orwell* gave a sharp reminder to Orwell's fans that their idol had feet of clay. In short, Orwell remains controversial.

When Secker and Warburg brought out Orwell's complete works in 1998, many of us would have loved to buy all 20 volumes, but they were expensive. All have since appeared in paperback — not cheap, but within reach. Of the 20 volumes, 11 are devoted to Orwell's letters, reviews and essays. The editor of that series was Peter Davison, by then also the author of a "literary life" of Orwell, and soon the compiler of a huge and useful Penguin volume, *Orwell and Politics* (2001).

It made sense that one day a selection of Orwell's letters should be published, complete with chronologies, and supplied with a biographical index to help 21st century readers sort out the *dramatis personae* of Orwell's short but busy lives, and that Davison should do the work.

The letters show Orwell managing several careers at once. For 20 years he was a kind of political anthropologist, undertaking "life-experiments" (as he called them) among the oppressed classes in Burma, Wigan Pier, Paris, London and northern Spain. But the correspondence also shows him working to stay afloat in the tough business of writing for a living between 1932 and 1950, especially during his long stint at the wartime BBC. He did not live to see wealth, but was never in serious want. Meanwhile he was twice married, a father, and constantly coping with sickness unto death.

In all these lives, Orwell wrote letters, sympathetic but never maudlin, straightforwardly true to the facts of his and his correspondents' lives. People kept them.

This collection includes a brief introduction, relying on textual notes and interstitial comment to keep track of the larger canvas, Orwell's life. If one were looking for a fair comparison in the world of published collections of letters by the Great Ones, the closest may be Nicholas Griffin's two-volume *Selected Letters of Bertrand Russell*. The comparison favours Griffin, who gave a clear picture of British and North American society between 1872 and 1970, Russell's birth and death years, all the while sticking to his biscuits — that is, to Russell's letters, with all their humour and depth. Orwell was a plainerman, often giving the impression he was in a hurry, as if he hadn't much time.

Davison had at least two big problems to solve in this work. First, he had to not only choose from the 1,700 letters published in 1998, but also give a believable and fair picture of the author's life.

The result of Davison's selection is a certain emphasis on "practicalities": Orwell's daily existence at home as husband and parent, his several years as a sort of indigent,

this year as a school teacher, his participation in the Spanish Civil War (1936–1937), occasional management of the village shop in Wallington (which was still operating as one when I last was there in 2005), and 10 years as a freelance writer.

No letters remain from Orwell's time as an officer serving with the imperial police in Burma (1922–1927), but his widely read 1931 essay, "A Hanging," more than fills that gap.

At all events, practical matters are mostly what we see in this *Life in Letters*. If one wants illustrations of Orwell's literary power or conceptual agility, one must read his books, essays and hundreds of reviews for which, crucially, he was always paid. The emphasis on practicality is fine, anyway, as it makes us see Orwell as reasonable, occasionally calculating, and not all that different from the rest of us.

Davison also wanted to see if Orwell lived up to the credo announced in his 1946 essay "Why I Write." In that oft-reprinted piece, Orwell said he was motivated partly by sheer egoism, partly by aesthetic enthusiasm, partly by historical impulse ("desire to see things as they are, to find the true facts and store them up for the use of posterity"), but above all by "political purpose — using the word 'political' in the widest possible sense. Desire to push the world in a certain direction, to alter other peoples' idea of the kind of society that they should strive after... The opinion that art should have nothing to do with politics is itself a political attitude."

To put this in perspective, recall Vladimir Nabokov's typically vigorous description of the "problem" with Orwell's attitude: "A work of art has no importance whatever to society. It is only important to the individual... I don't give a damn for the group, the community, the masses, and so forth." (V. Nabokov, *Strong Opinions* [New York: Random House, 1973], p. 33)

Well, this new Orwell collection is a persuasive rejoinder to Nabokov, if such rejoinder there need be. The letters show, in Orwell's daily work, how art can and should be closely joined to politics.

Let's look more closely at a few letters from 1943–1945, in a section called "Journalism and the Death of Eileen" (pp. 219–278). Eileen was Orwell's first wife, who died accidentally in March 1945. In winter 1943–1944, Orwell wrote *Animal Farm*, and in the first half of 1945 was in Paris writing numerous papers about post-Liberation France.

Orwell's 11 December 1943 letter to Dwight Macdonald announces he has "left the BBC after wasting 2 years in it, and have become editor of the *Tribune*, a leftwing weekly I dare say you know. The job leaves me a little spare time, so I am at last getting on with a book again, not having written one for nearly 3 years." (p. 224) The book was *Animal Farm* which, he wrote his literary agent in January 1944, is "a fairy story but also a political allegory, and I think we may have some difficulties about finding a publisher." Orwell also mentions a book of reprinted critical pieces, including his essay on "Wells, Hitler and the World State." (p. 224–225)

Behind these bald facts — and Orwell puts them baldly — is the significance of his leav-

ing the public broadcaster, and thus his most visible contribution to the "war effort," not to mention a regular salary. From now on, Orwell would rely on his freelance writer's income alone. But there's the larger point, too, that for Orwell politics and art must go on together.

Then there's the mention of H.G. Wells, whom Orwell had quite fearlessly accused of parochialism and blindness *vis-à-vis* Hitler and fascism more generally. Orwell always granted that Wells influenced more writers than "anybody" in first 20 years of the 20th century, but that didn't excuse him. Orwell claimed he had never insulted Wells, but that Wells' enthusiasm for a scientific state, in which civic liberties were "regulated," could not be good. It was vintage Orwell, telling things as he saw them, war or no war. And it is a premonition of his book to come, *1984*.

In March 1944, Orwell handed out the same treatment to G.M. Young, another "famous" writer (historian of Victorian England): "I don't know a great deal about G.M. Young. He is the ordinary silly-clever 'intelligent' conservative whose habitual manoeuvre is to deal with any new idea by pointing out that it has been said before. [Young talks] about the terrible sacrifices the upper classes had made on account of the war etc. He was also trying to chase our little Indian Section of the BBC for broadcasting 'unsound' ideas." (p. 227)

None of this was said or done in secret, but rather at big dinner parties, or on air at the BBC, or in print in big daily newspapers. It took courage to say, write, and disseminate these things. It is as though Orwell was asking for trouble.

Orwell had many friends in the ancient and the modern British universities, some from his Eton days. The recent publication of letters by Isaiah Berlin and Hugh Trevor-Roper from the same period in the 20th century is a reminder of the nearly seamless connection between the academy on one hand, and the many worlds of public argument and discourse before, during, and after the war. A half-century later, the freedom and the vigour of argument in these circles — and certainly in the public and private lives of Orwell — cannot fail to impress us.

But Orwell, perhaps more than his university friends, insisted on a peculiar freedom, the necessity and the rightness of saying what's on one's mind with the assurance one would not be punished for it, or that if one were punished, one could somehow find a way to keep on speaking freely. There is an element of academic freedom in this, and these *Letters* go some way to describing the practical basis of that freedom in one life, George Orwell's.

At a time when ideology has overtaken so much Canadian talk about higher education, and sometimes infected the arguments we hear from our own managers, Orwell's precise and practical example has much to offer. ■

William Bruneau is professor emeritus at the University of British Columbia.